



DoD CIVILIAN WORKFORCE STATISTICS

DOD DEMOGRAPHICS

August 2006 Edition

DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Automated Systems Division as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). DCPDS processes personnel transactions for over 800,000 DOD civilians on a 'real-time basis' and is the largest Human Resources system in the world. The majority of the data contained in the charts and tables that make up the DOD Civilian Workforce Demographics are "as of" the end of the month, however data is included from a historical perspective in some instances. The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit <http://www.dmdc.osd.mil>.

Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at <http://www.opm.gov/feddata/factbook/>. This source provides information on the entire Federal community.

You may download a copy of any of the versions of the DOD Civilian Workforce Demographics publication that are available. Three (3) months will be available. The document is available in Adobe Acrobat's Portable Document Format (PDF), which requires Adobe Acrobat for viewing and printing. Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document.

The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please send e-mail to [Feedback](#)

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NAF General Workforce Demographics (RNO, *Ethnicity, Age, Gender) 47

*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic, non-Hispanic). The 'Hispanic' ethnicity category means, the number of people who are Hispanic/non-Hispanic based on the same population used to determine the number of personnel who are in each race category.

LOCAL NATIONALS

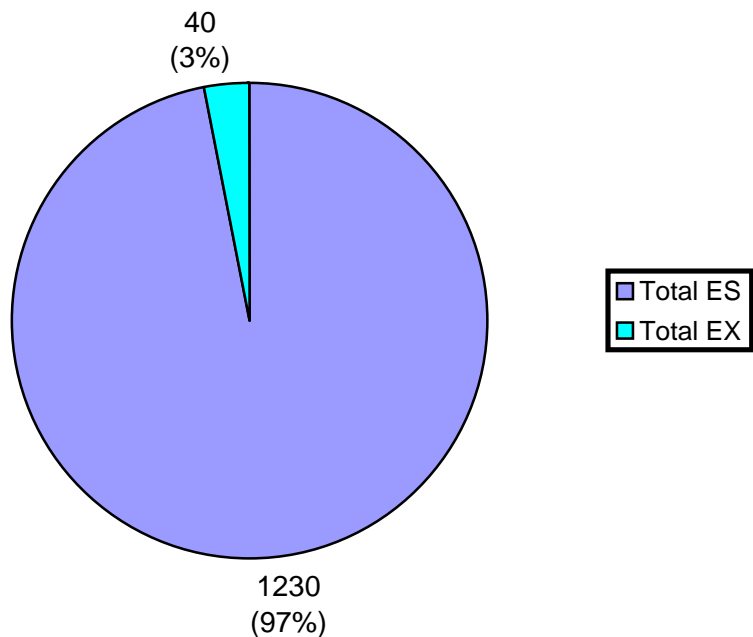
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Appropriated Fund

DoD Executives and Senior Level Employees (Appropriated Fund)

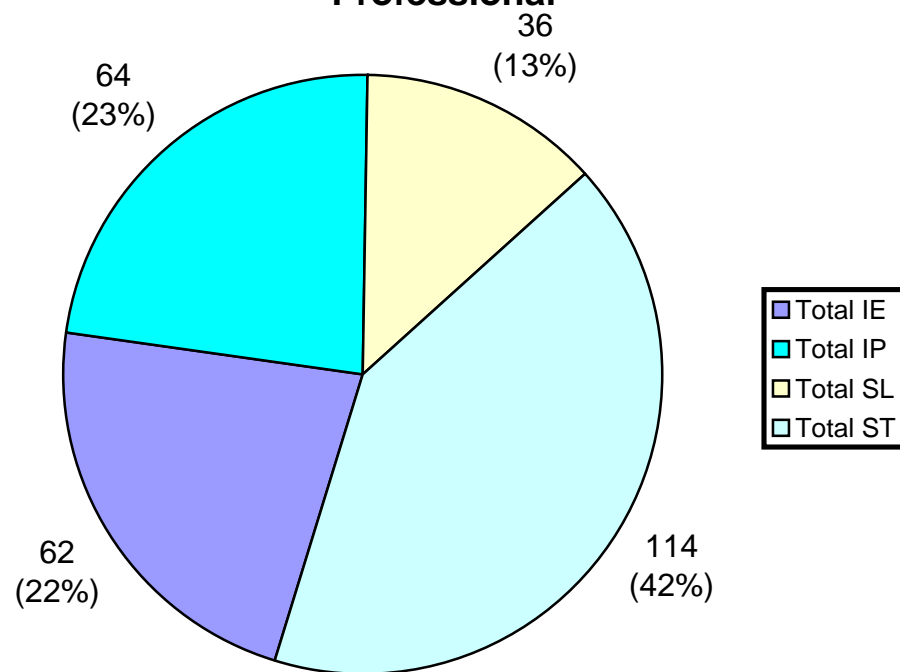
Senior Executive Service and Executive Pay



Executive Service & Executive Pay

ES	1230	97%
EX	40	3%
Total ES & EX	1270	100%

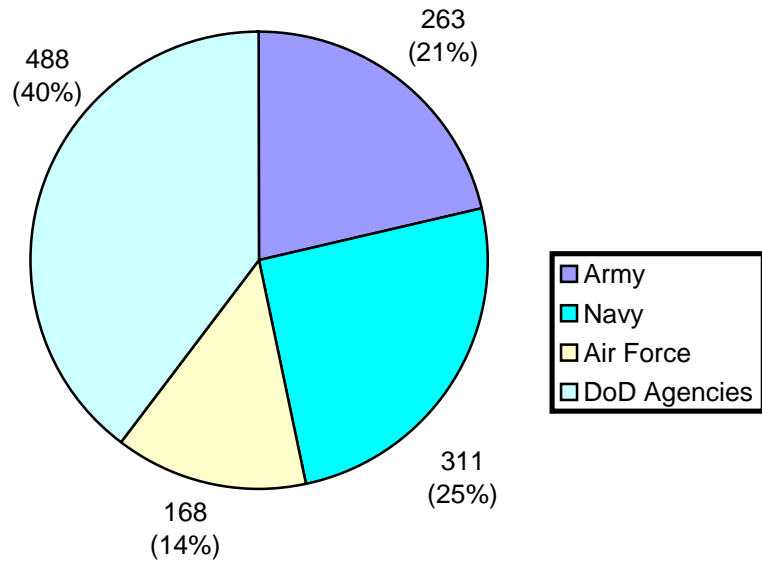
Intelligence Executive/Professional Senior Level Positions/Scientific and Professional



Intelligence Executive/Intelligence Professional Senior Level Positions/Scientific and Professional

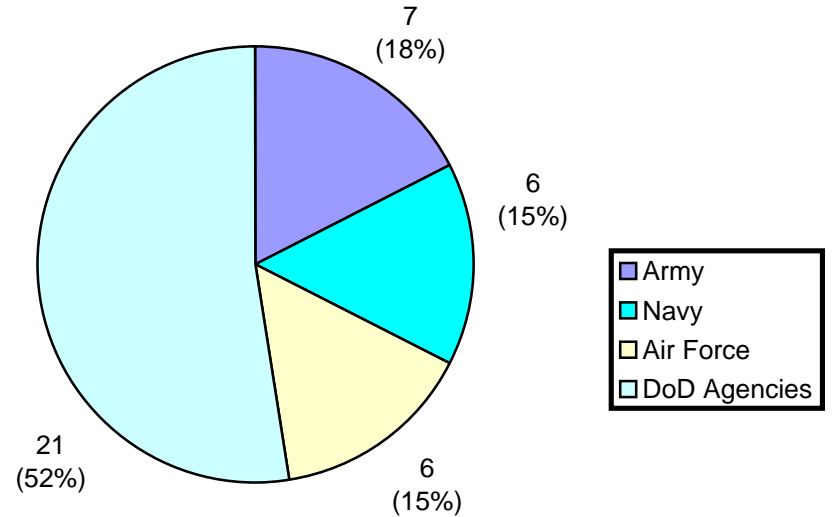
IE	62	22%
IP	64	23%
SL	36	13%
ST	114	42%
Total	276	100%

DoD Executives by Component (Appropriated Fund)



Senior Executive Service

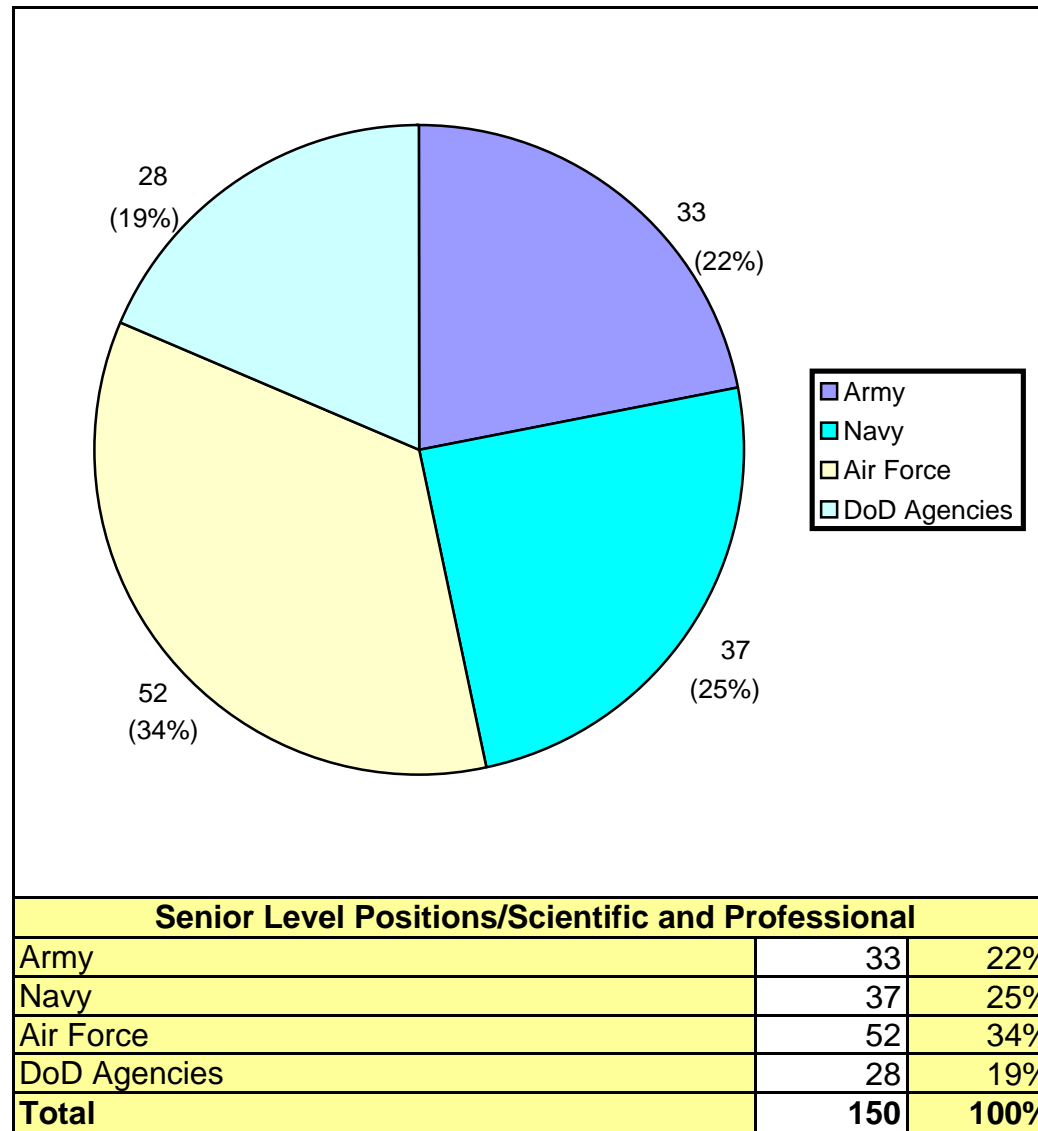
Army	263	21%
Navy	311	25%
Air Force	168	14%
DoD Agencies	488	40%
Total	1230	100%



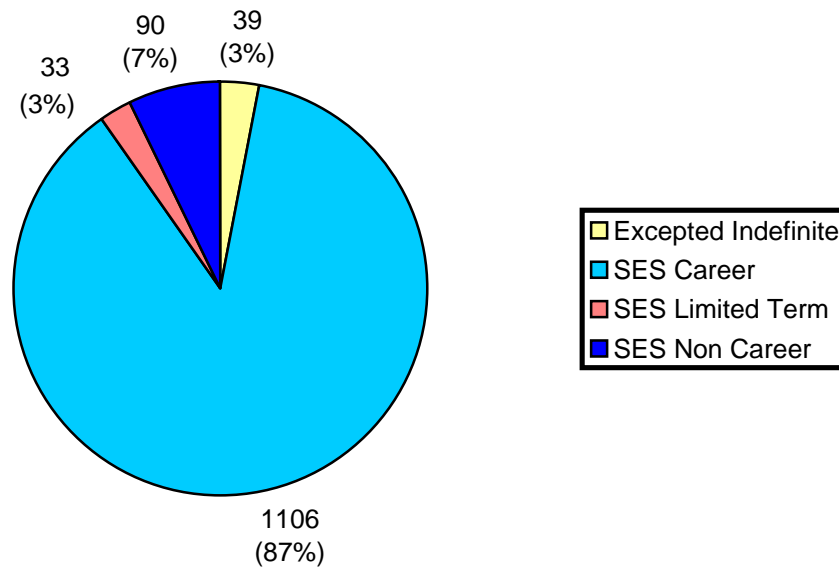
Executive Pay

Army	7	18%
Navy	6	15%
Air Force	6	15%
DoD Agencies	21	52%
Total	40	100%

DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



DoD Executives by Appointment Type (Appropriated Fund)

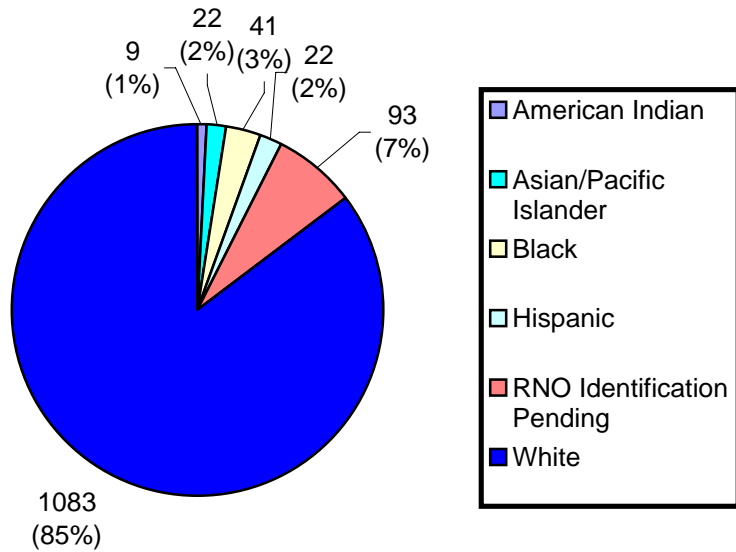


DoD Executives by Appointment Type		
Competitive Career	*1	0%
Excepted Indefinite	39	3%
Indefinite Appointment	*1	0%
SES Career	1106	87%
SES Limited Term	33	3%
SES Non Career	90	7%
Total	1270	100%

*Some data shown in table are not provided in the chart above

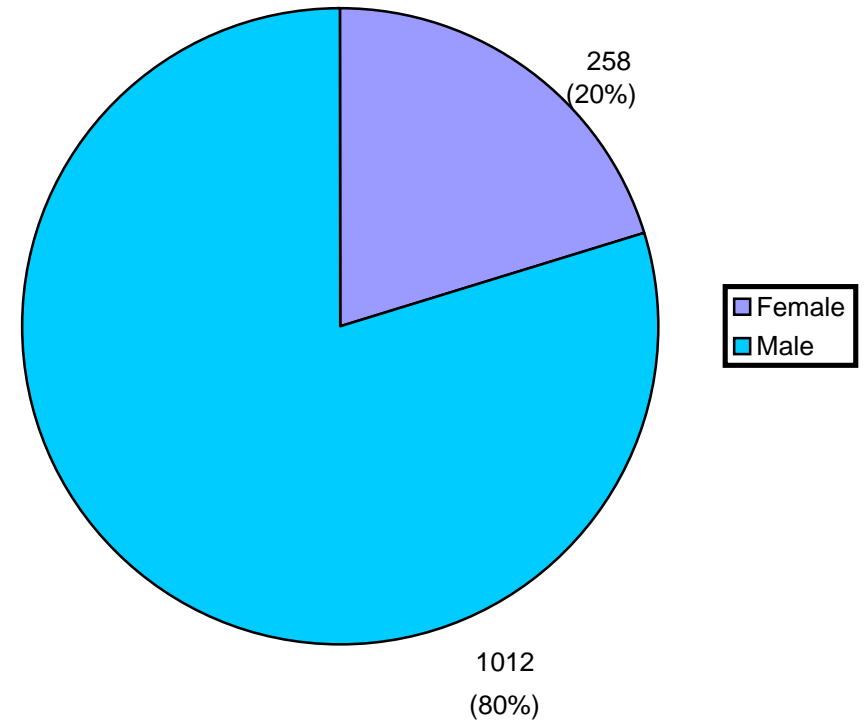
General Workforce Demographics of Executives (Appropriated Fund)

**Race/National Origin
Executive Service and Executive Pay10**



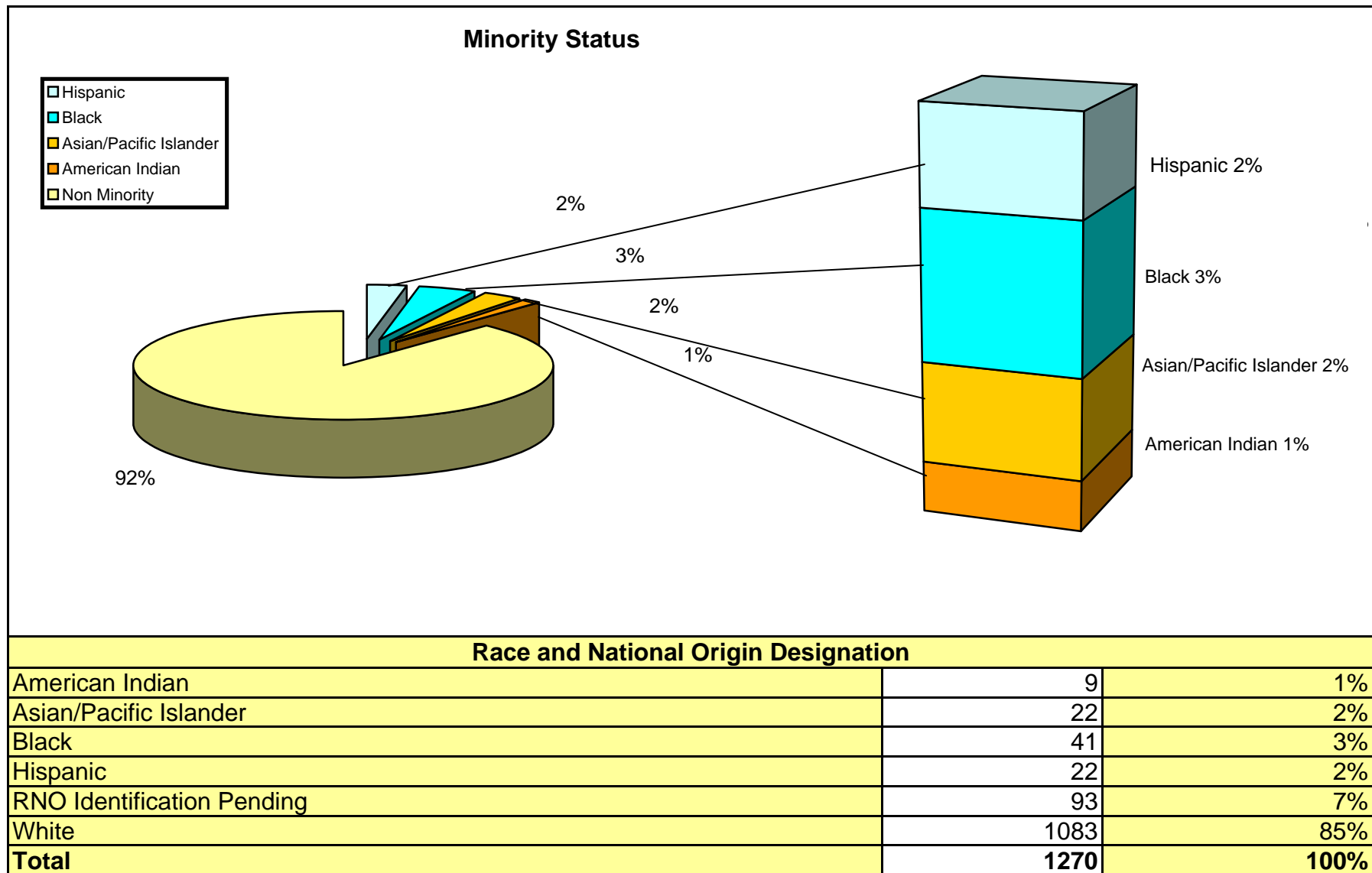
Race and National Origin Designation		
American Indian	9	1%
Asian/Pacific Islander	22	2%
Black	41	3%
Hispanic	22	2%
RNO Identification Pending	93	7%
White	1083	85%
Total	1270	100%

**Gender
Executive Service and Executive Pay**

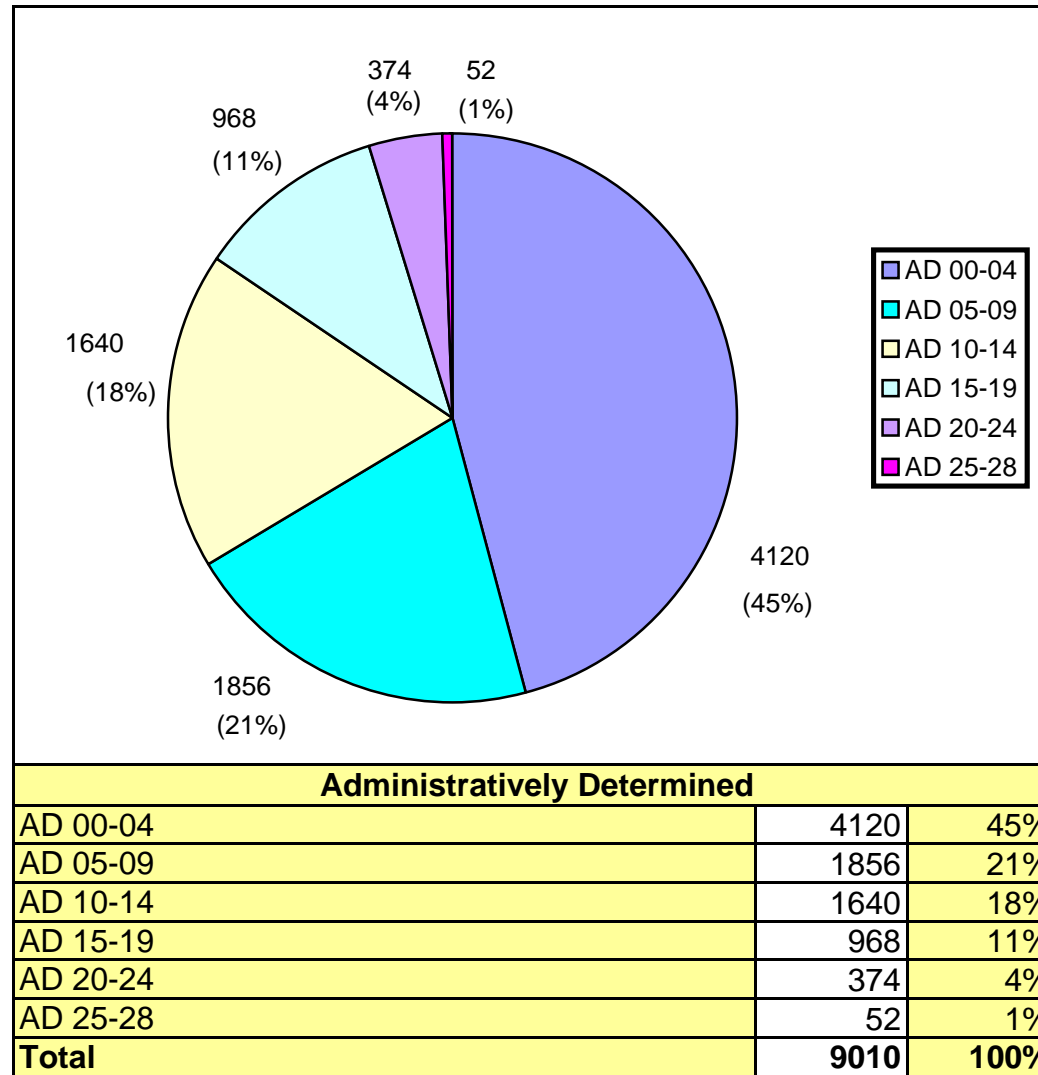


Gender		
Female	258	20%
Male	1012	80%
Total	1270	100%

General Workforce Demographics of Executives (Appropriated Fund)

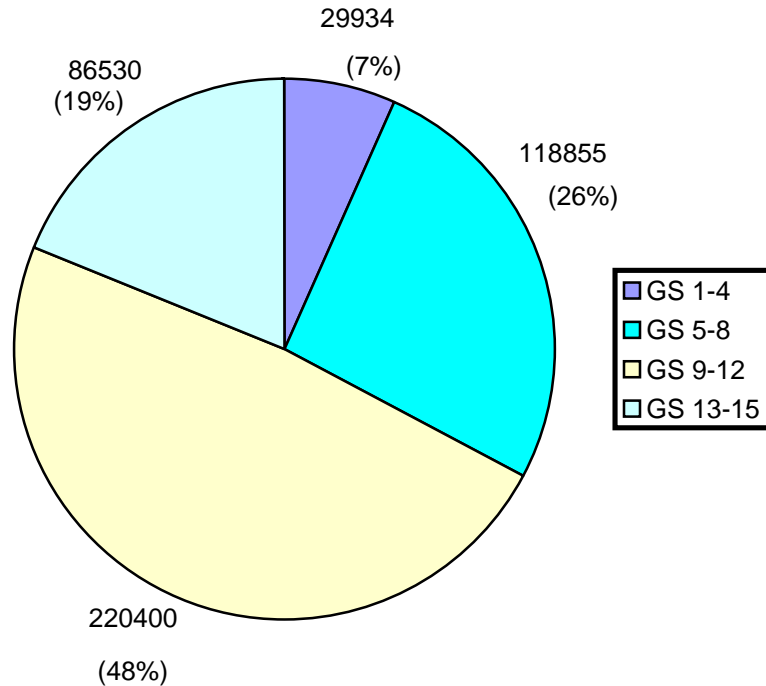


Administratively Determined (Appropriated Fund/White Collar)



General Schedule and Lab/Demonstration Projects (Appropriated Fund/White Collar)

GS and Equivalent

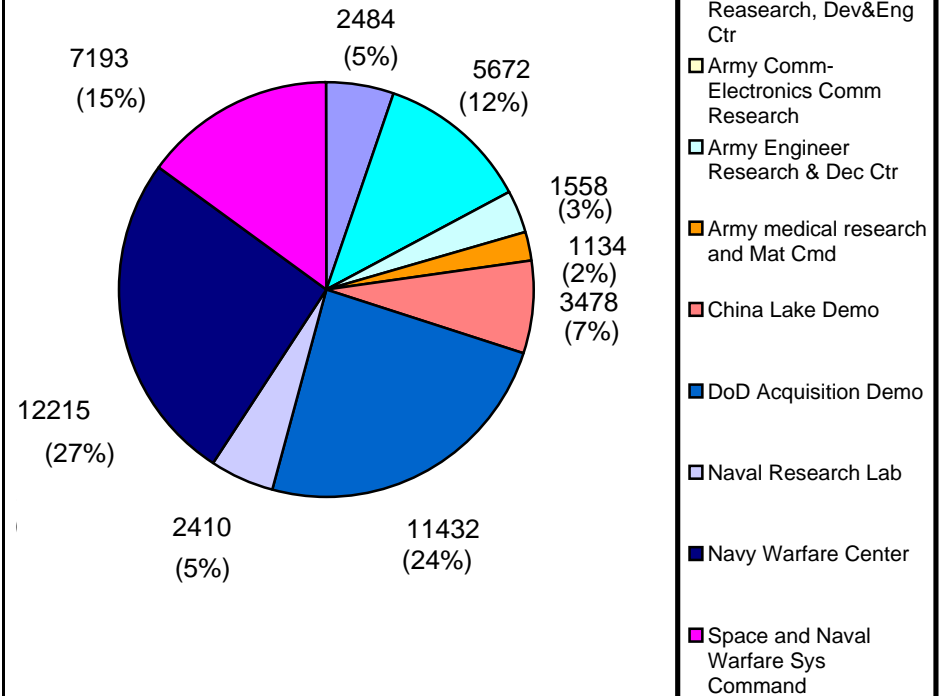


GS and Equivalent*

GS 1-4	29934	7%
GS 5-8	118855	26%
GS 9-12	220400	48%
GS 13-15	86530	19%
Total	455719	100%

*Includes GS, GM and GG Pay Plans

Lab/Demos

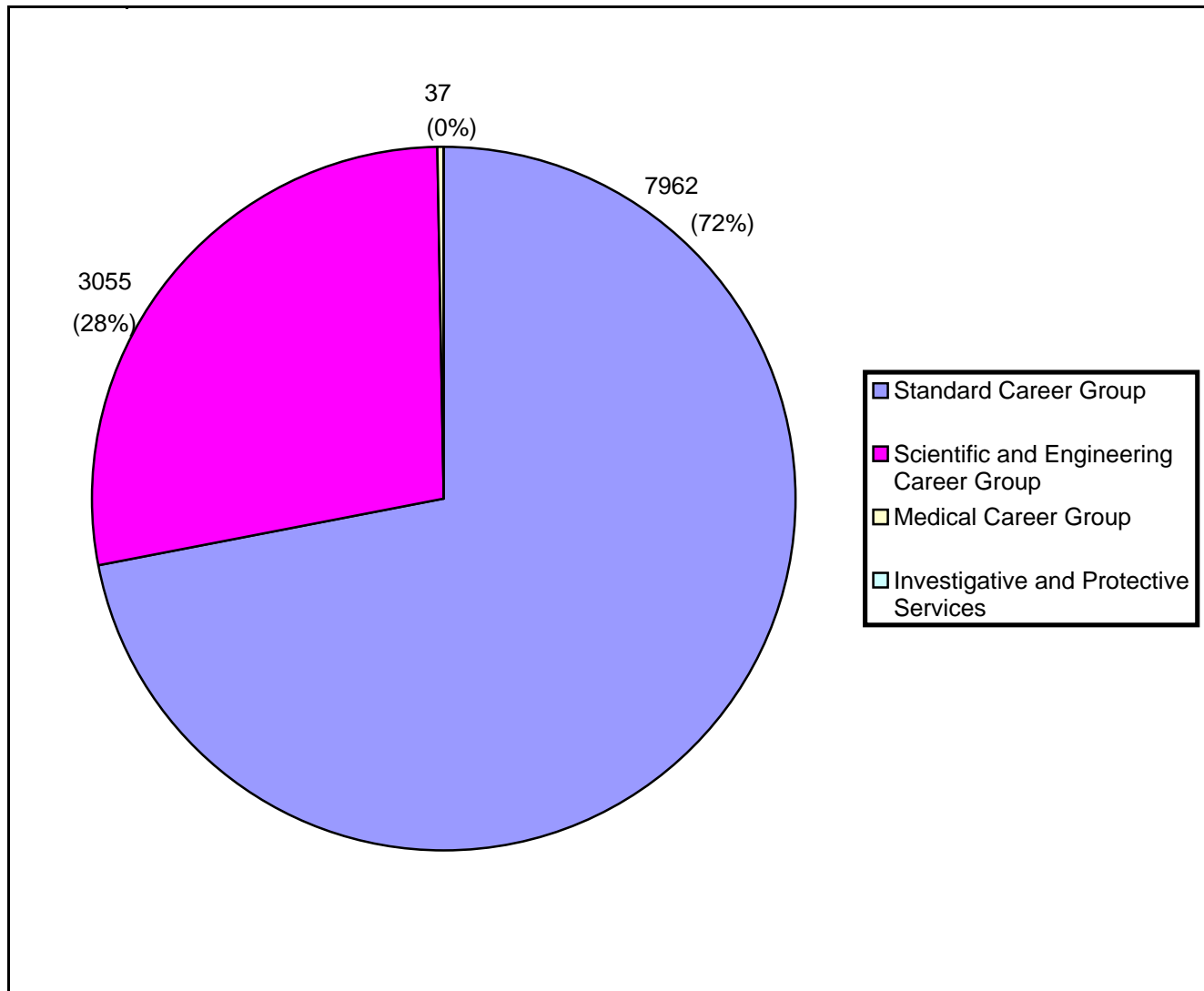


Lab/Demos

Air Force Research Lab	2484	5%
Army Aviation Research, Dev&Eng Ctr	5672	12%
Army Comm-Electronics Comm Research	*293	0%
Army Engineer Research & Dev Ctr	1558	3%
Army Medical Research and Mat Cmd	1134	2%
China Lake Demo	3478	7%
DoD Acquisition Demo	11432	24%
Naval Research Lab	2410	5%
Navy Warfare Center	12215	27%
Space and Naval Warfare SyS. Command	7193	15%
Total	47869	100%

*Some data shown in table are not provided in the chart above

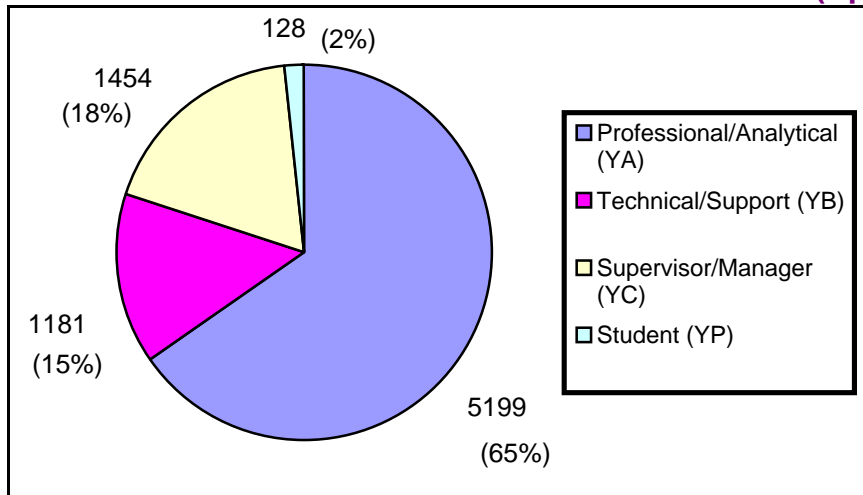
National Security Personnel System (Appropriated Fund)



National Security Personnel System		
Standard Career Group (YA, YB, YC, YP Pay Plans)	7962	72%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	3055	28%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	37	0%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	*11	0%
Total	11065	100%

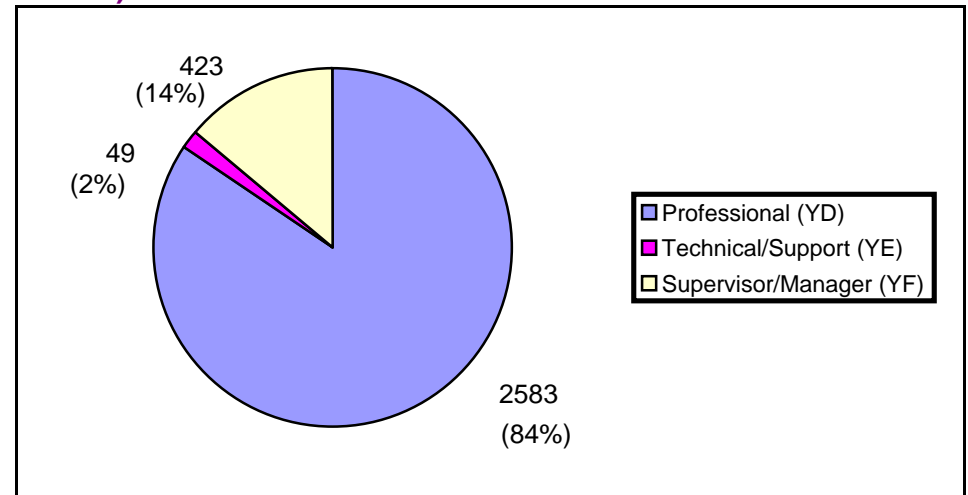
*Some data in table are not provided in chart above because too small to be represented

National Security Personnel System (Appropriated Fund)



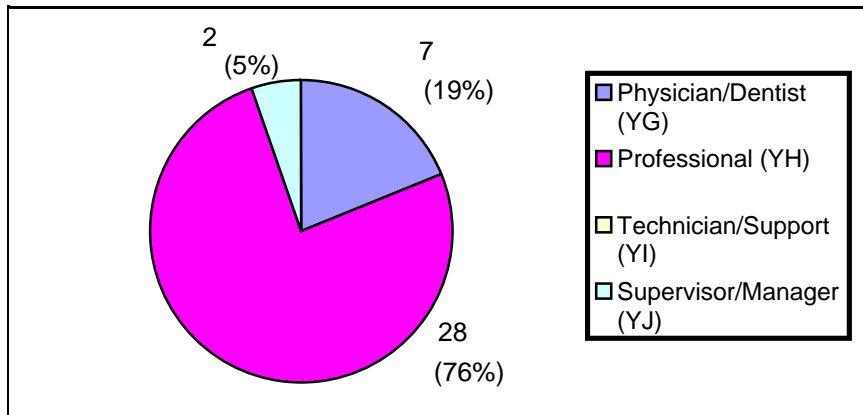
Standard Career Group

Professional/Analytical (YA)	5199	65%
Technical/Support (YB)	1181	15%
Supervisor/Manager (YC)	1454	18%
Student (YP)	128	2%
Total	7962	100%



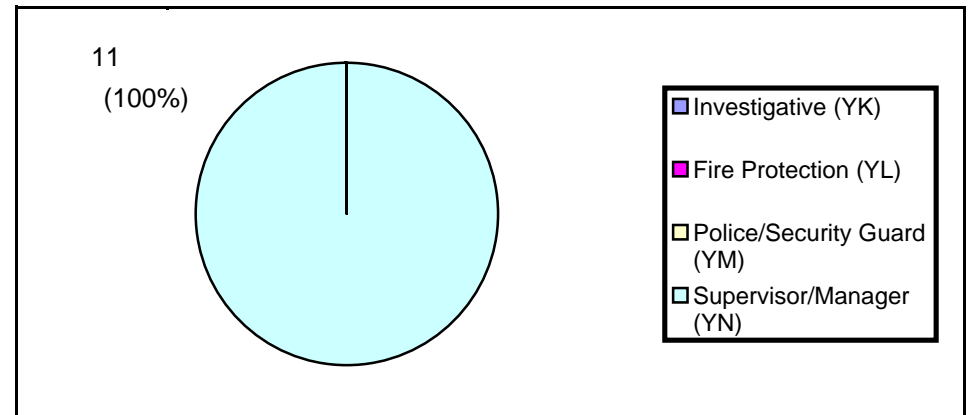
Scientific and Engineering Career Group

Professional (YD)	2583	84%
Technical/Support (YE)	49	2%
Supervisor/Manager (YF)	423	14%
Total	3055	100%



Medical Career Group

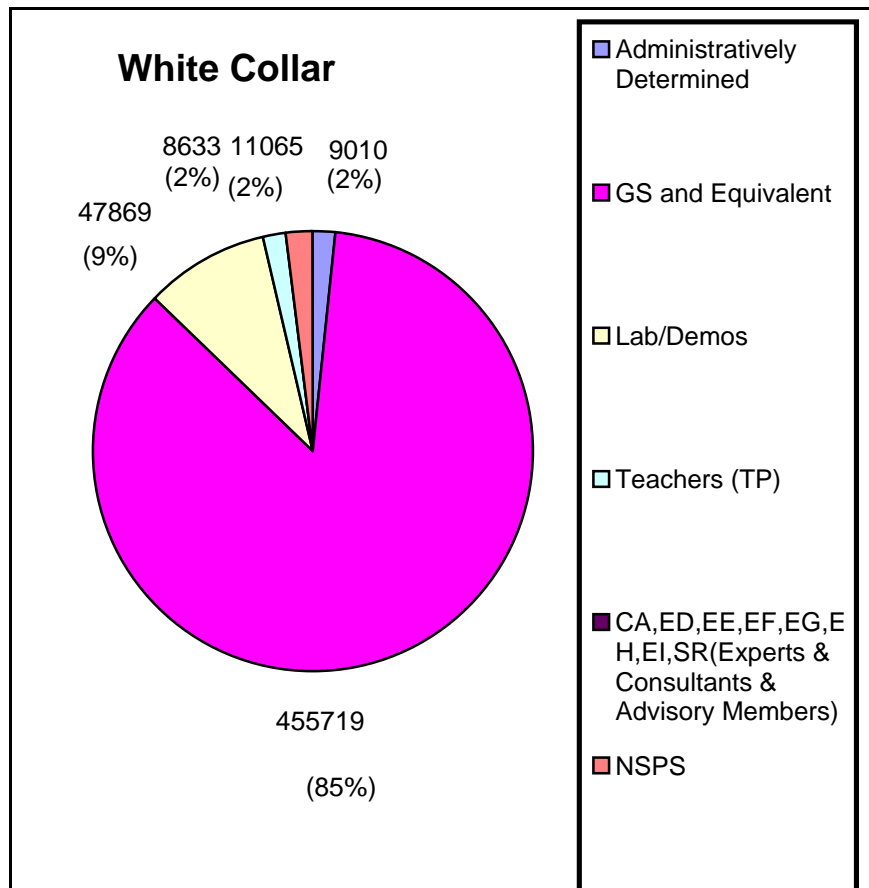
Physician/Dentist (YG)	7	19%
Professional (YH)	28	76%
Technician/Support (YI)	0	0%
Supervisor/Manager (YJ)	2	5%
Total	37	100%



Investigative and Protective Services

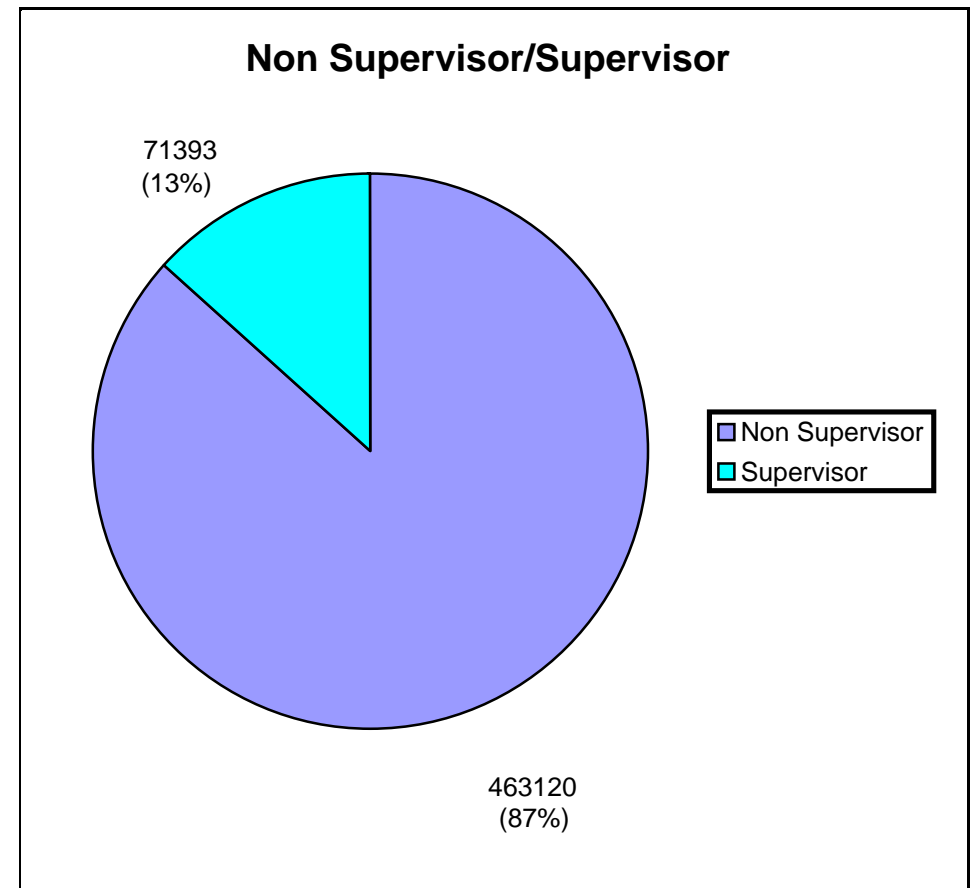
Investigative (YK)	0	0%
Fire Protection (YL)	0	0%
Police/Security Guard (YM)	0	0%
Supervisor/Manager (YN)	11	100%
Total	11	100%

White Collar Employees (Appropriated Fund)



White Collar Employees		
Executive (ES,EX)	*1270	0%
IE,IP,SL,ST	*276	0%
Administratively Determined	9010	2%
GS and Equivalent	455719	85%
Lab/Demos	47869	9%
Teachers (TP)	8633	2%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	*671	0%
NSPS	11065	2%
Total	534513	100%

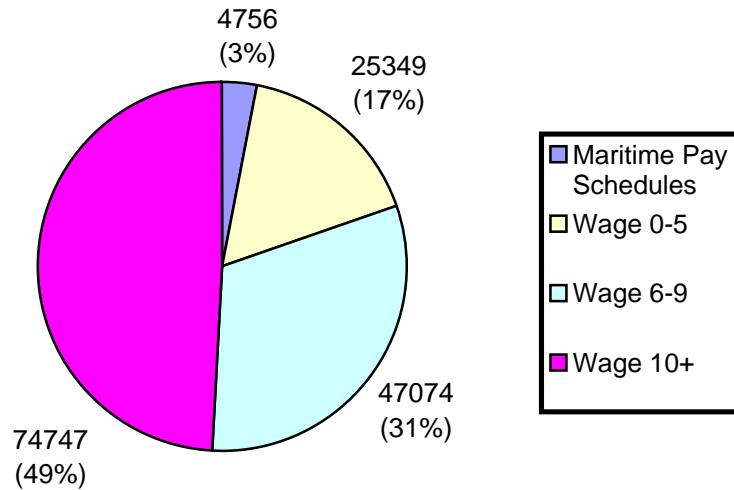
*Some data shown in table are not provided in the chart above



Non Supervisor/Supervisor		
Non Supervisor	463120	87%
Supervisor	71393	13%
Total	534513	100%

Blue Collar Workforce (Appropriated Fund)

All Blue Collar

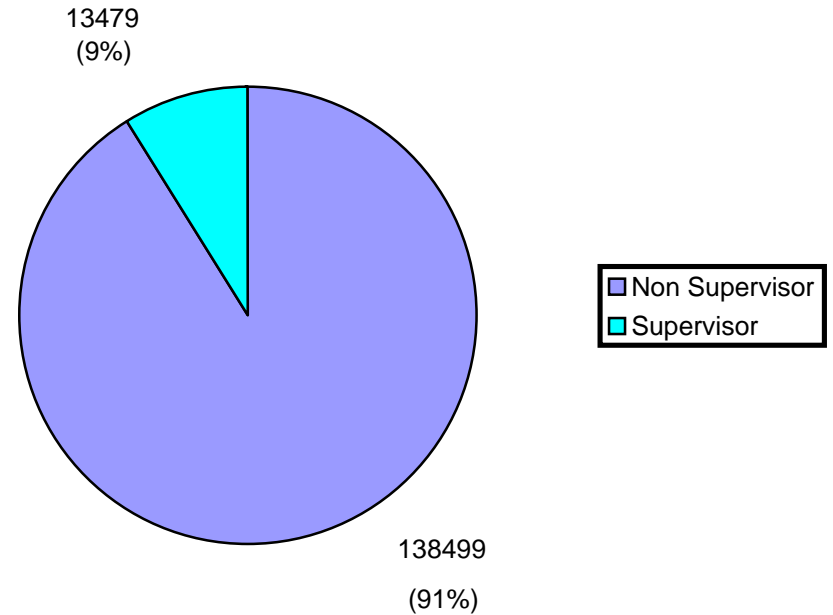


Blue Collar Employees

Administratively Determined	*52	0%
Maritime Pay Schedules (WM)	4756	3%
WG/WL/WS 0-5 and Equivalent	25349	17%
WG/WL/WS 6-9 and Equivalent	47074	31%
WG/WL/WS 10+ and Equivalent	74747	49%
Total	151978	100%

*Some data shown in table are not provided in the chart above

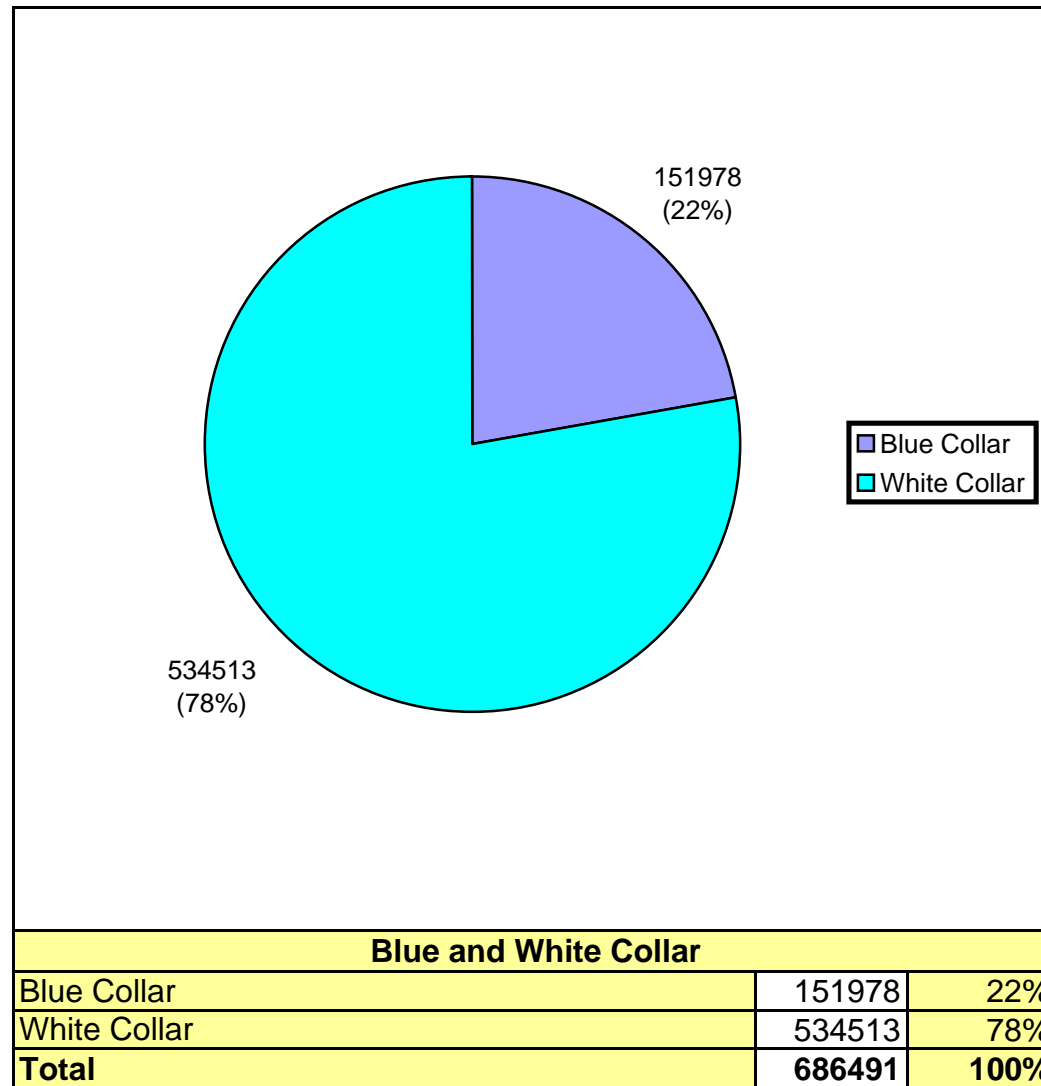
Non Supervisor/Supervisors

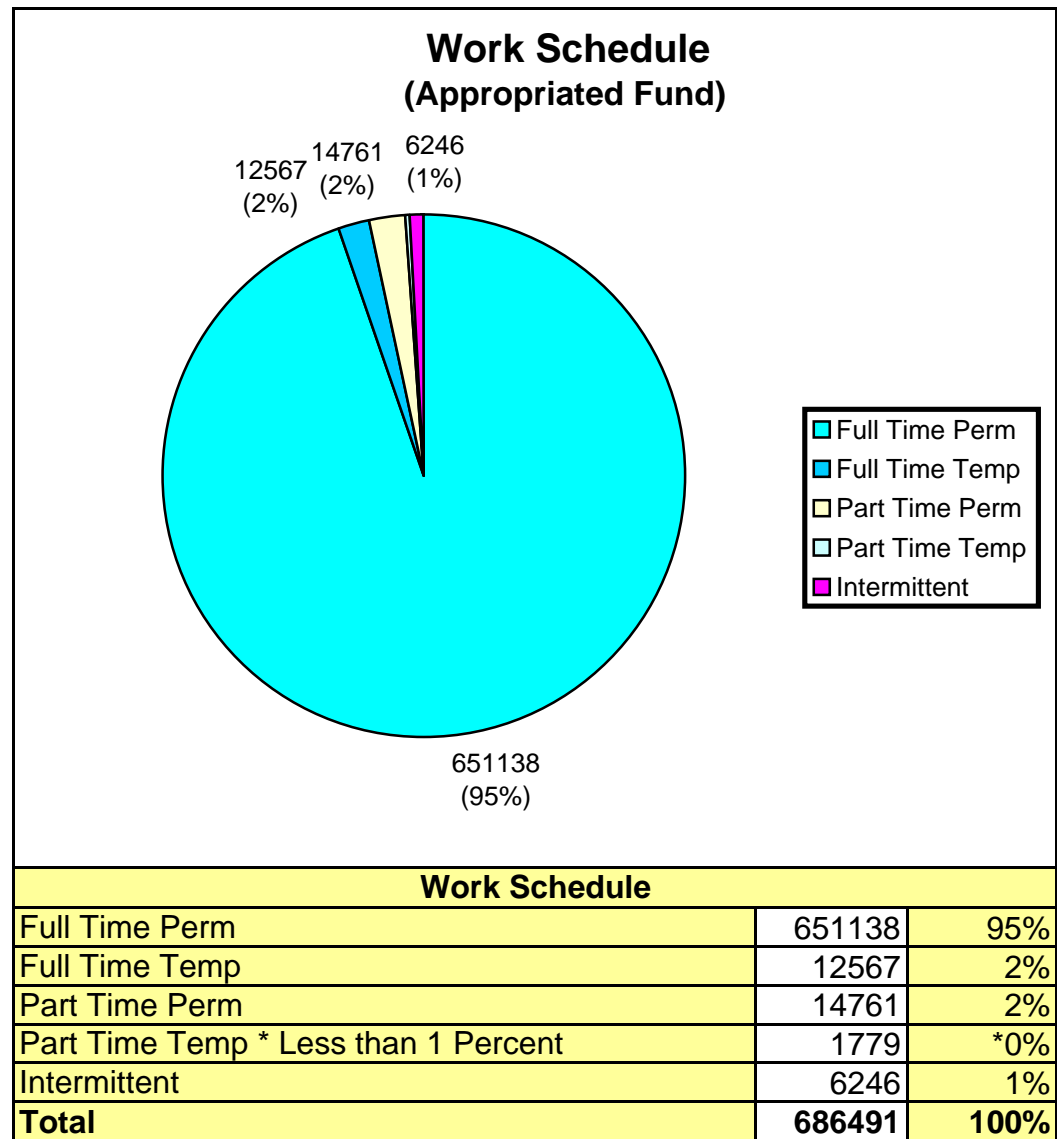


Non Supervisor/Supervisor

Non Supervisor	138499	91%
Supervisor	13479	9%
Total	151978	100%

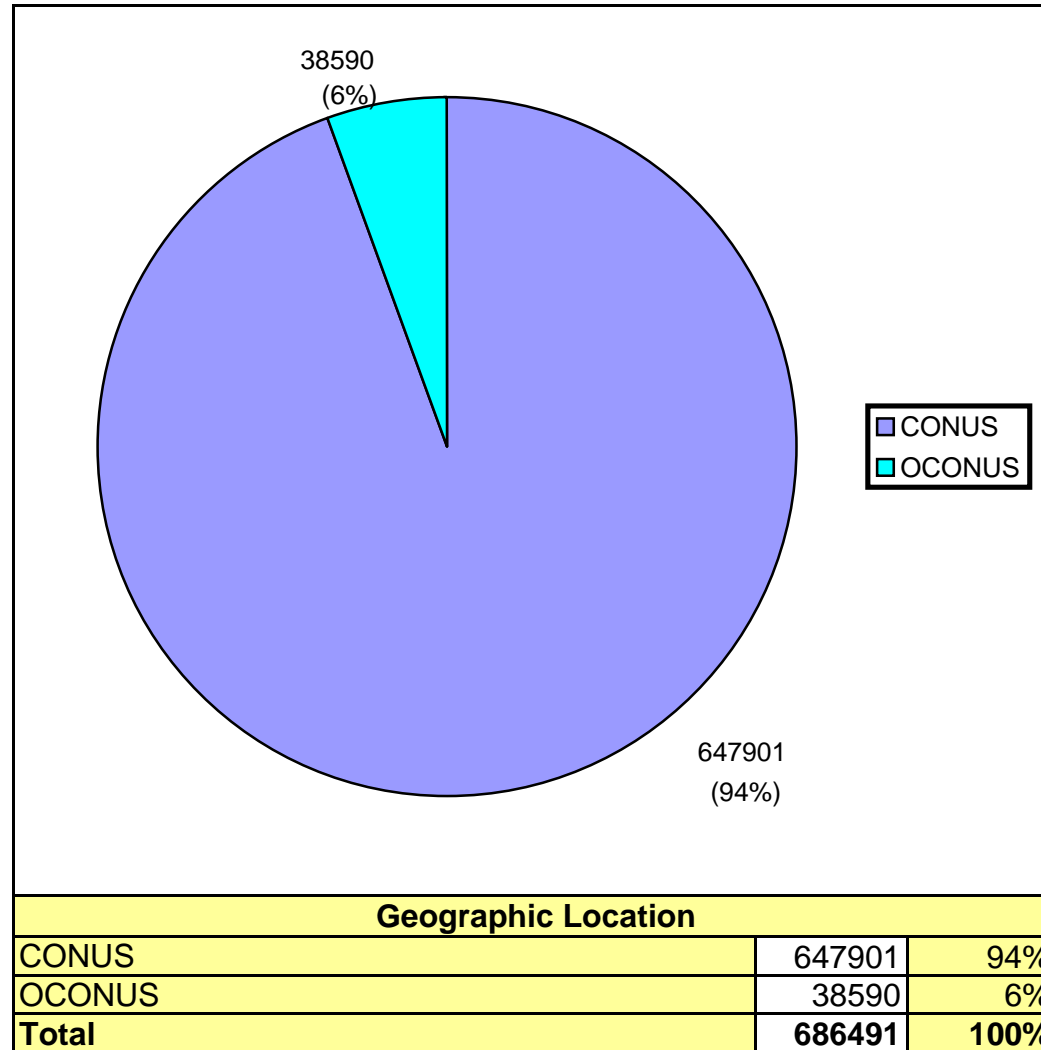
Blue Collar vs White Collar (Appropriated Fund)

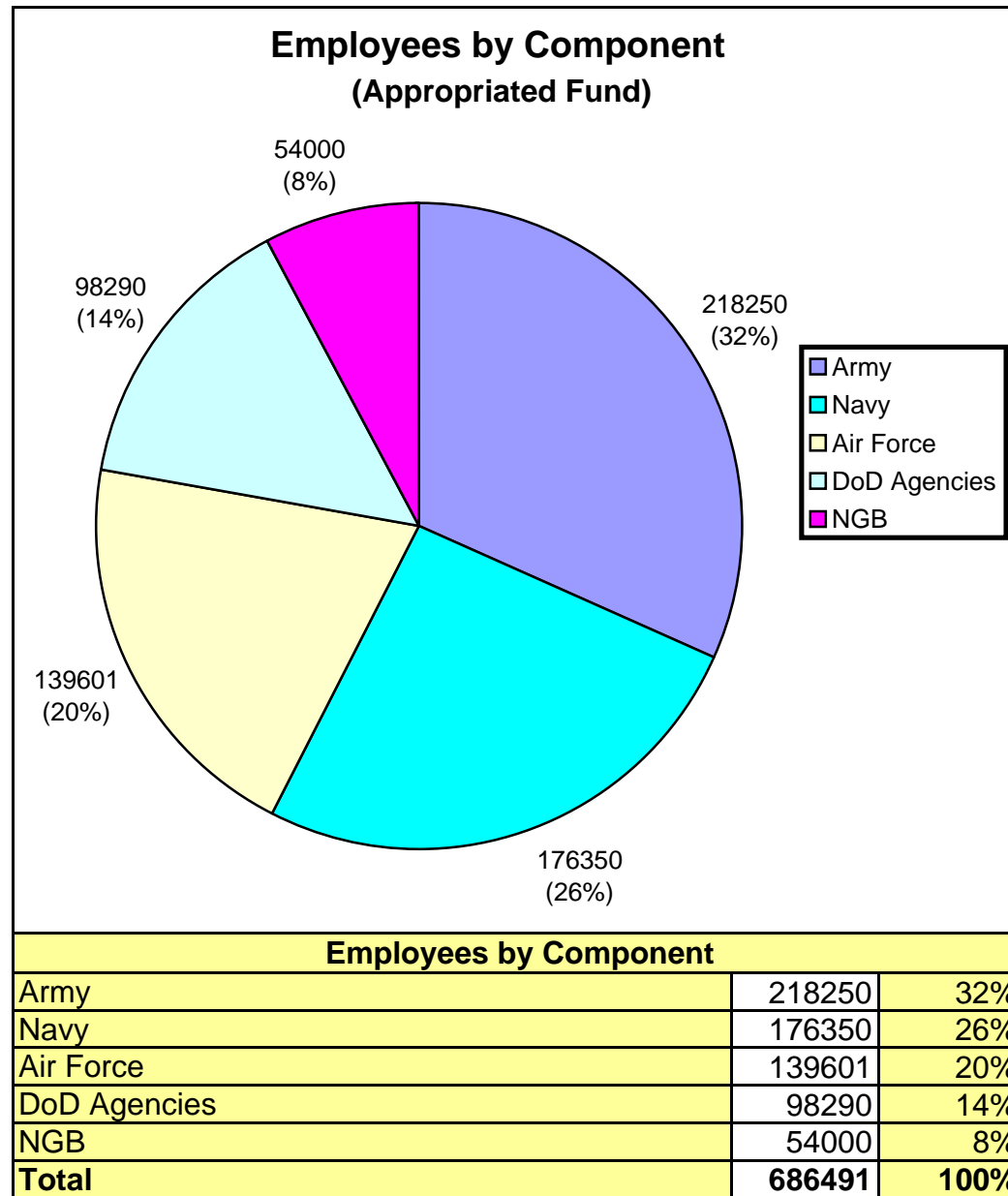




*Some data shown in table are not provided in the chart above

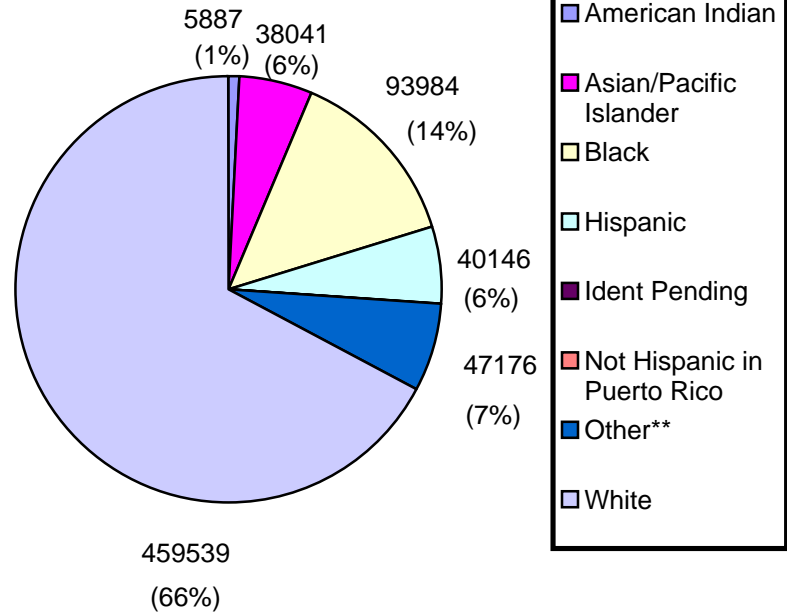
CONUS vs OCONUS (Appropriated Fund)





General Workforce Demographics (Appropriated Fund)

RNO Designation



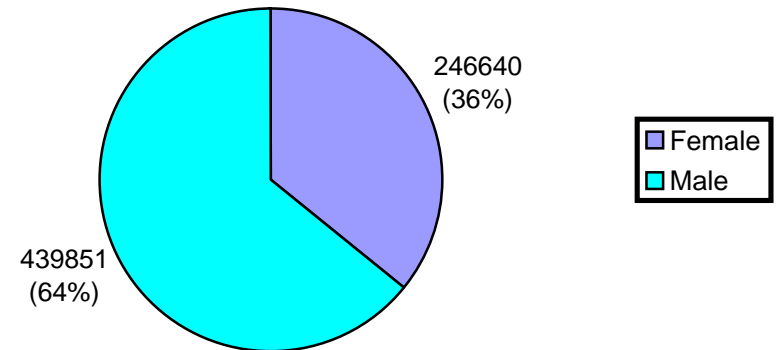
RNO Designation

RNO Designation	Count	Percentage
American Indian	5887	1%
Asian/Pacific Islander	38041	6%
Black	93984	14%
Hispanic	40146	6%
Ident Pending	*1547	0%
Not Hispanic in Puerto Rico	*171	0%
Other**	47176	7%
White	459539	66%
Total	686491	100%

Other** Data not reported by employee

*Some data in table are not provided in chart above

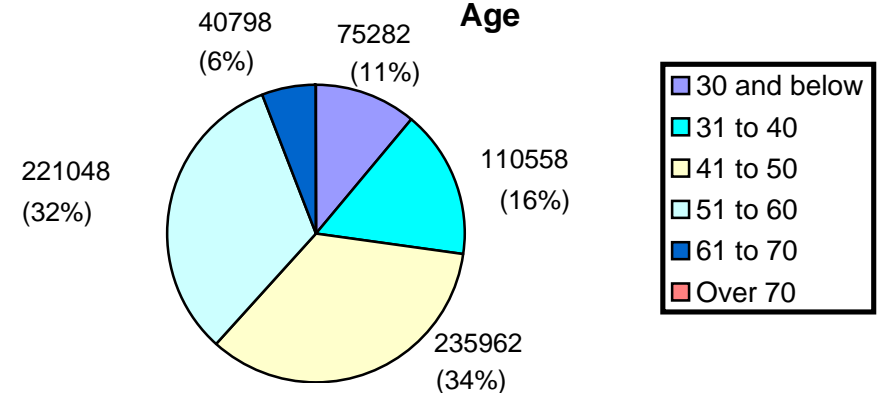
Gender



Gender

Gender	Count	Percentage
Female	246640	36%
Male	439851	64%
Total	686491	100%

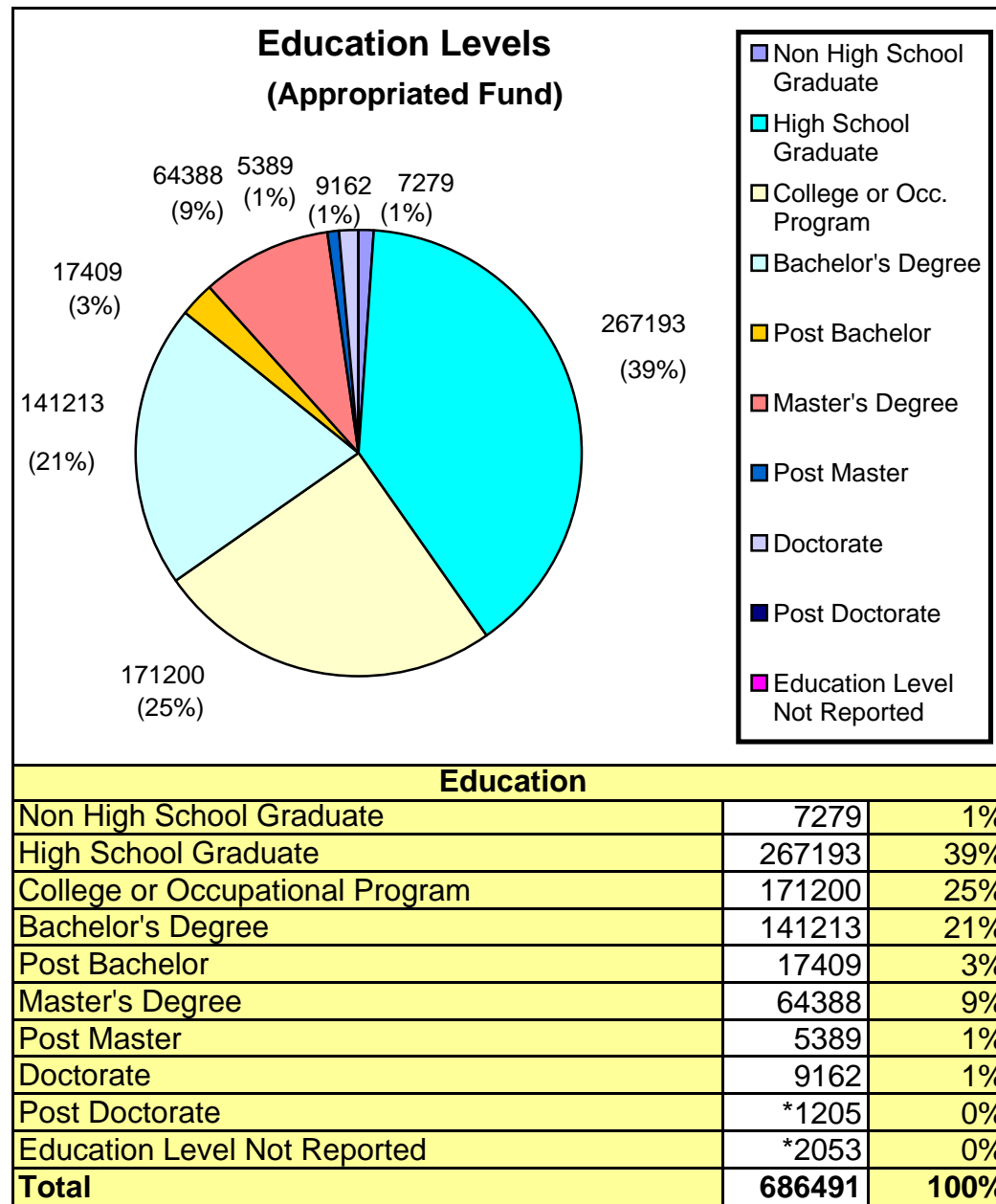
Age



Age

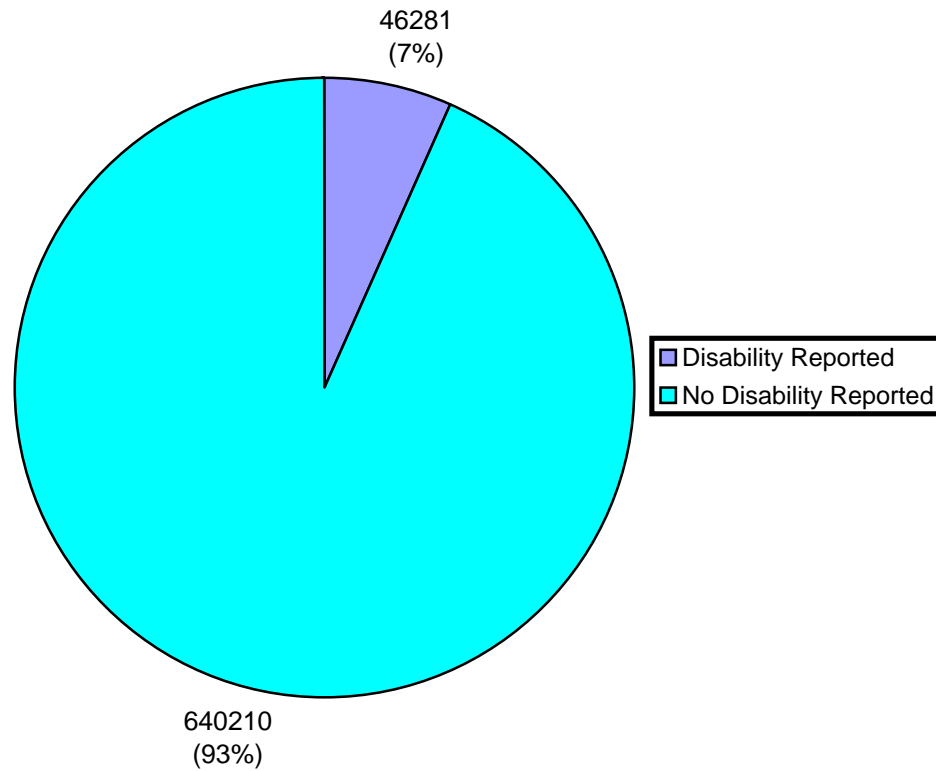
Age	Count	Percentage
30 and below	75282	11%
31 to 40	110558	16%
41 to 50	235962	34%
51 to 60	221048	32%
61 to 70	40798	6%
Over 70	*2843	0%
Total	686491	100%

*Some data in table are not provided in chart above



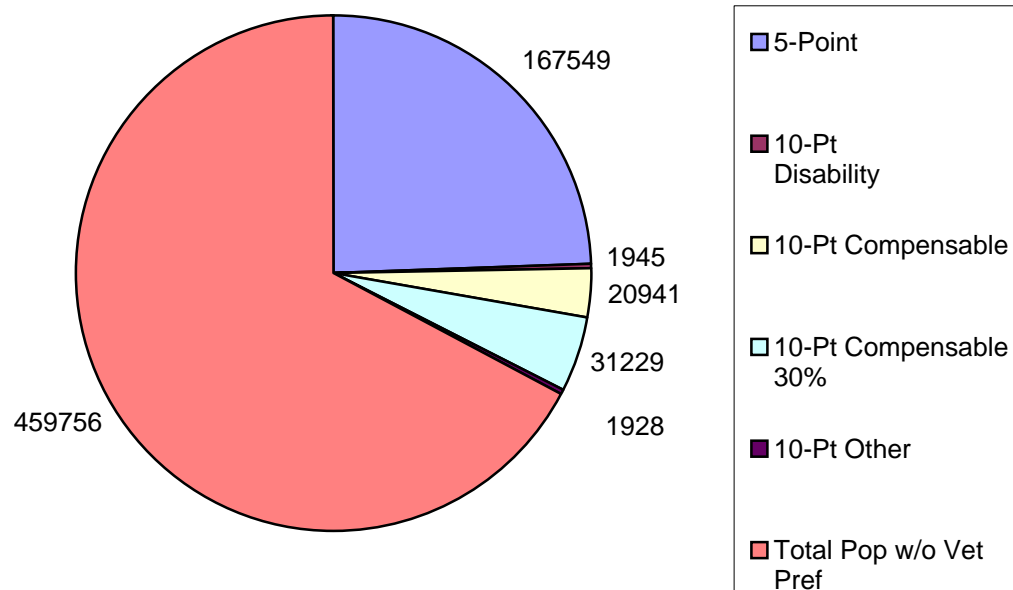
*Some data in table are not provided in chart above

Disabilities Reported (Appropriated Fund)



Disability/No Disability		
Disability Reported	46281	7%
No Disability Reported	640210	93%
Total	686491	100%

DoD Appropriated Fund



Note: (1) Data includes Appropriated Fund and Military Technicians records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service-connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service-connected disability of 30 percent or more that entitles vet to compensation

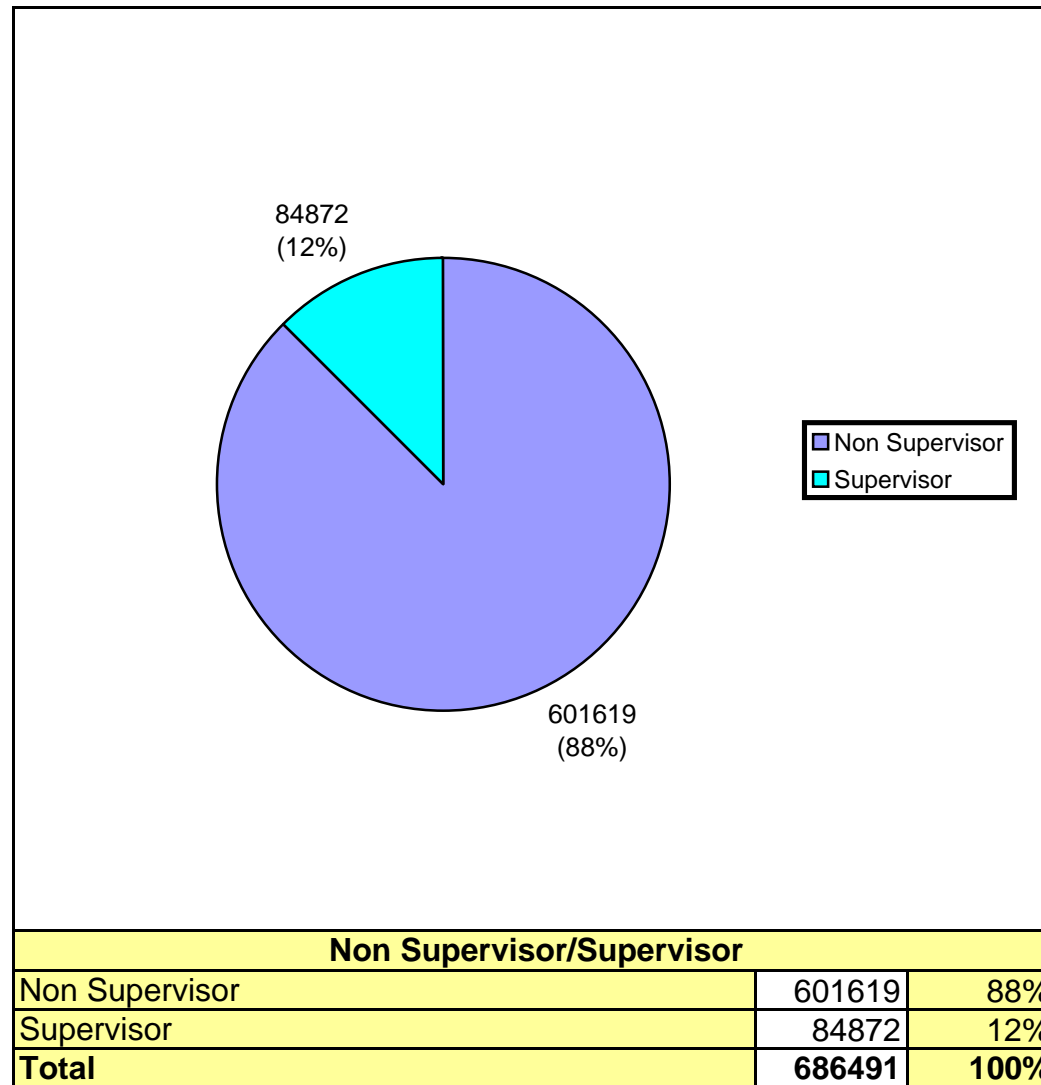
10-Point/Other: Other person entitled to 10-point preference: (1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or (2) the widow/widower and mother of a deceased wartime veteran

Veterans' Preference by Component as of Aug 31, 2006

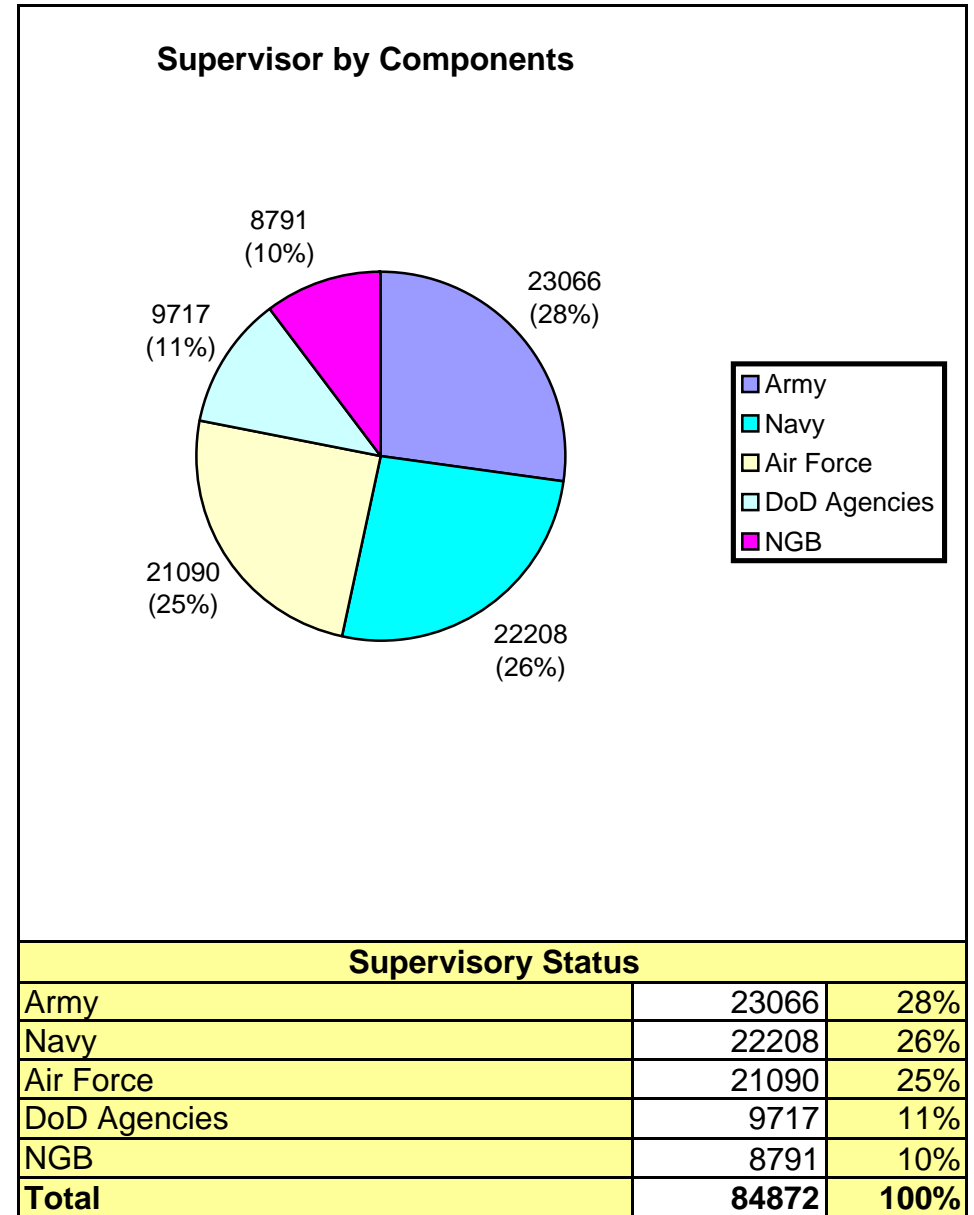
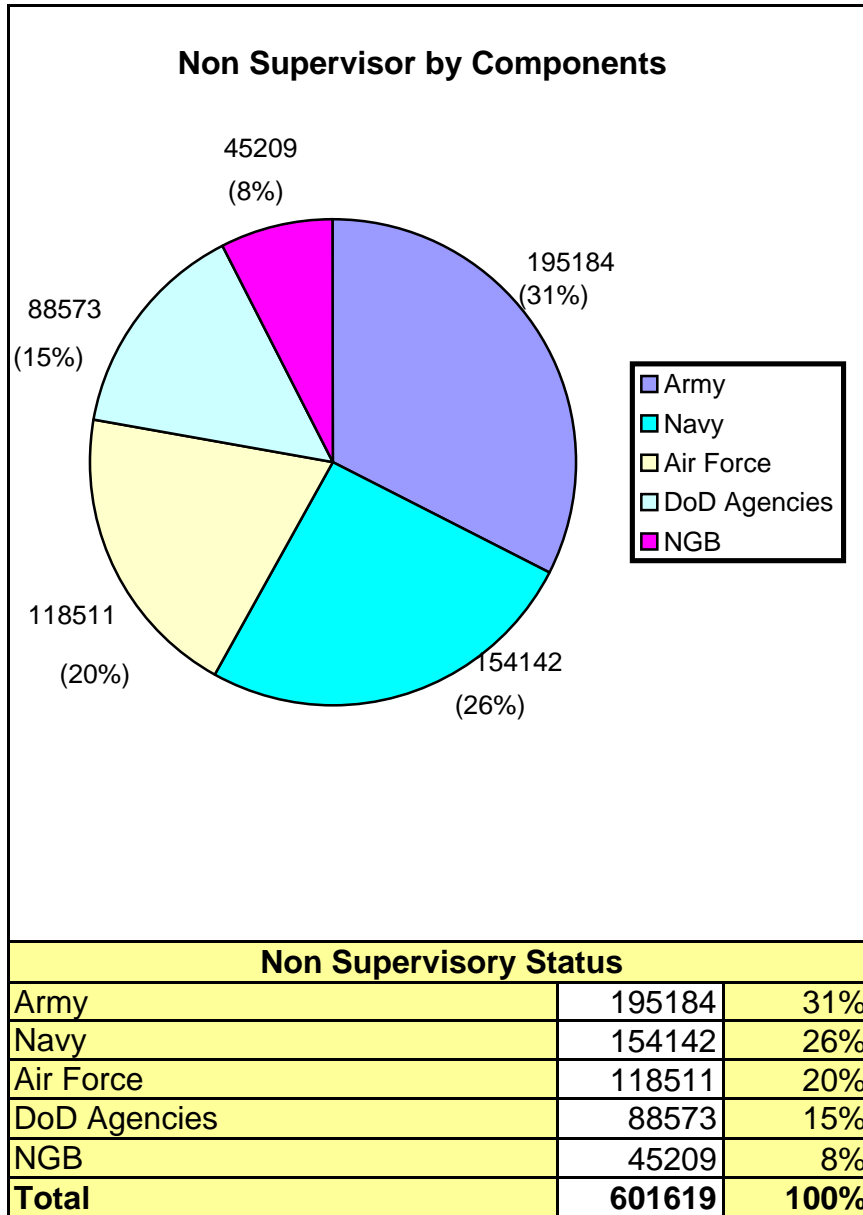
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44832	32.11%	1142	0.82%	6101	4.37%	8522	6.10%	395	0.28%	60992	43.69%	78609	56.31%	139601	20.34%
Army	57429	26.31%	2001	0.92%	8209	3.76%	13394	6.14%	720	0.33%	81753	37.46%	136497	62.54%	218250	31.79%
DoD Agencies	18226	18.54%	660	0.67%	2202	2.24%	3258	3.31%	401	0.41%	24747	25.18%	73543	74.82%	98290	14.32%
Natl Guard	20	0.04%	1	*	2	*	0	*	0	*	23	0.04%	53977	99.96%	54000	7.87%
Navy	47042	26.68%	1284	0.73%	4427	2.51%	6055	3.43%	412	0.23%	59220	33.58%	117130	66.42%	176350	25.69%
Grand Total	167549	24.41%	1945	0.28%	20941	3.05%	31229	4.55%	1928	0.28%	226735	33.03%	459756	66.97%	686491	100%

* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio - Total Workforce (Appropriated Fund)

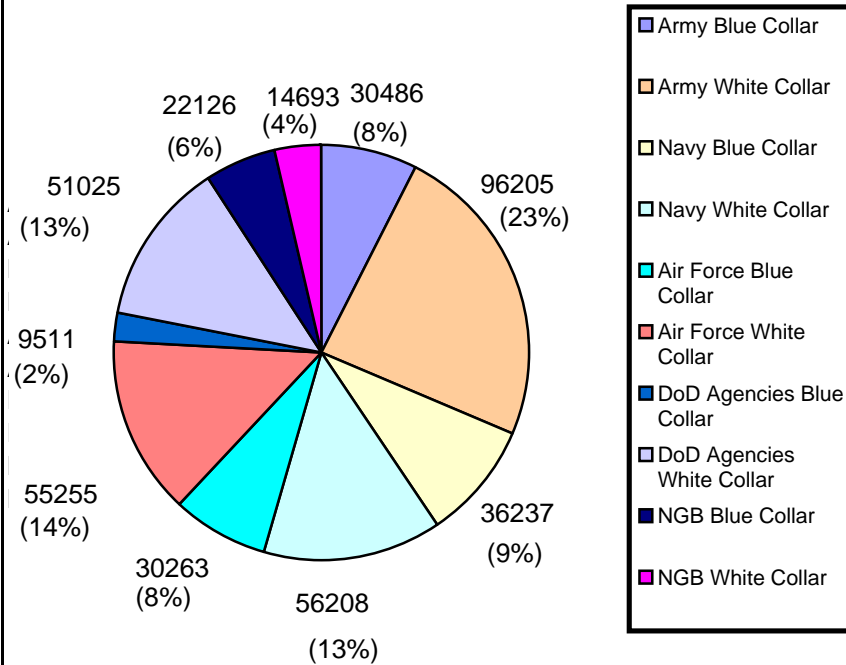


Non Supervisor/ Supervisor by Components (Appropriated Fund)



Bargaining vs Non Bargaining (Appropriated Fund)

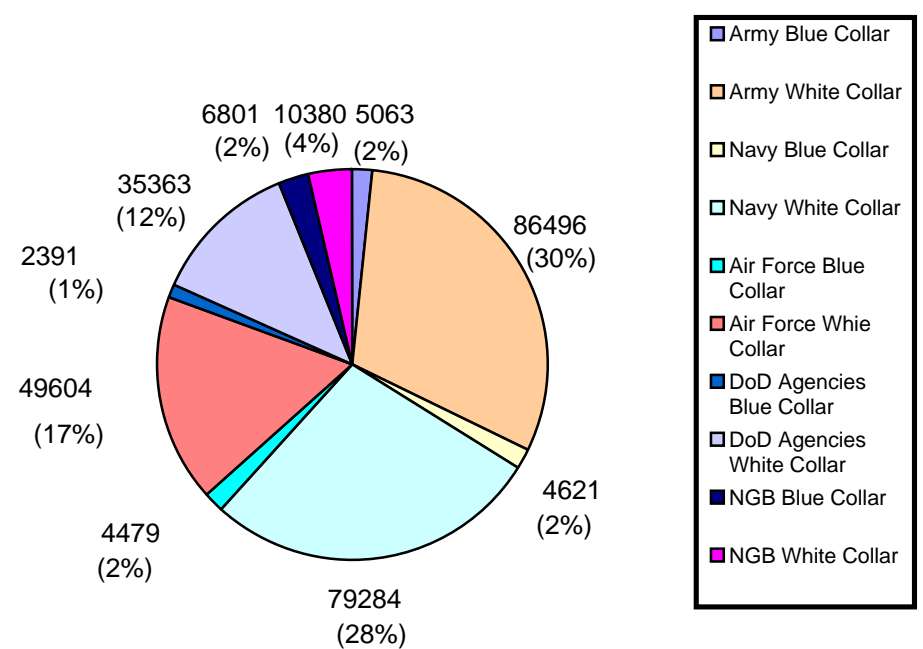
Bargaining Unit Employees2



Bargaining Unit

Army Blue Collar	30486	8%
Army White Collar	96205	23%
Navy Blue Collar	36237	9%
Navy White Collar	56208	13%
Air Force Blue Collar	30263	8%
Air Force White Collar	55255	14%
DoD Agencies Blue Collar	9511	2%
DoD Agencies White Collar	51025	13%
NGB Blue Collar	22126	6%
NGB White Collar	14693	4%
Total	402009	100%

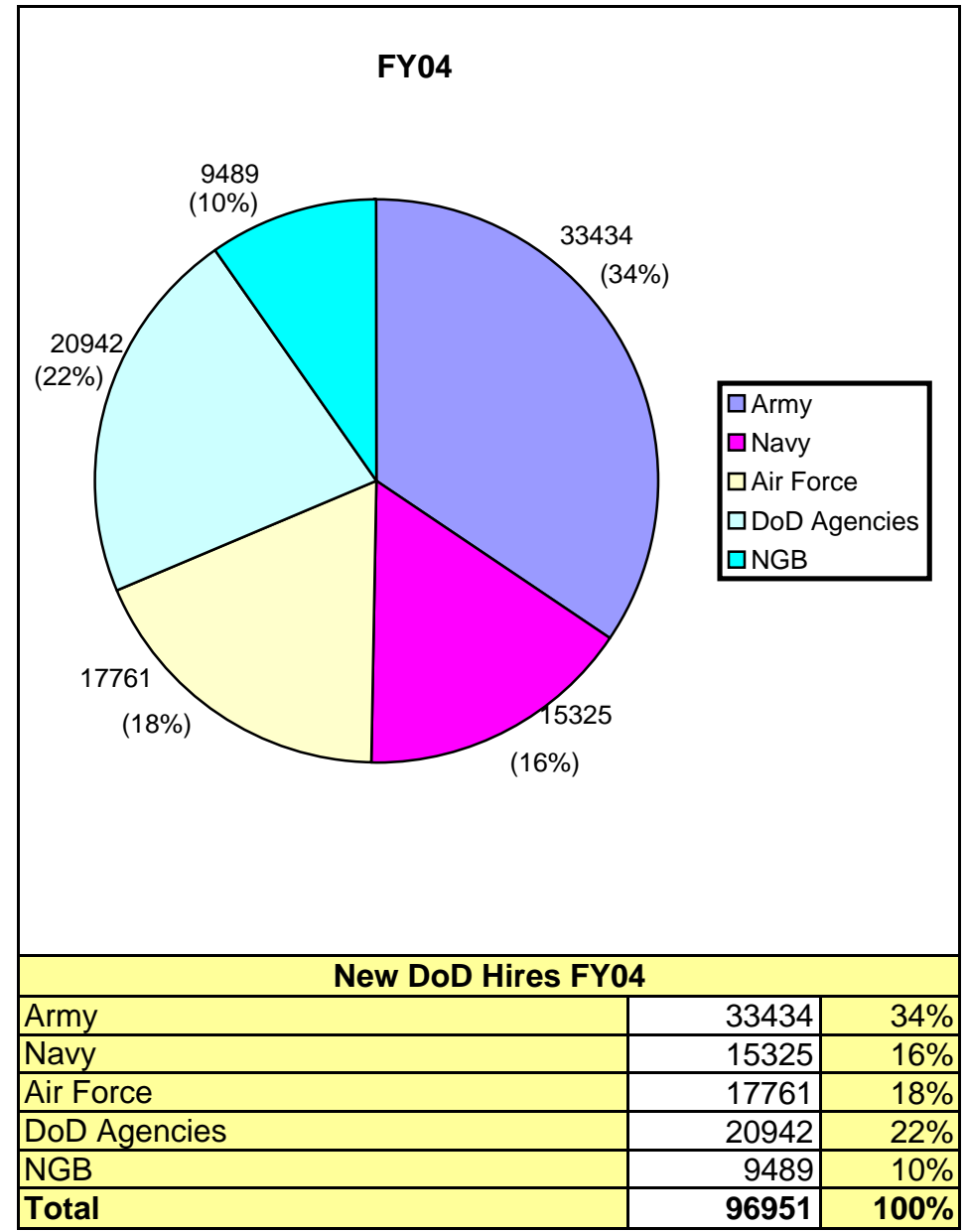
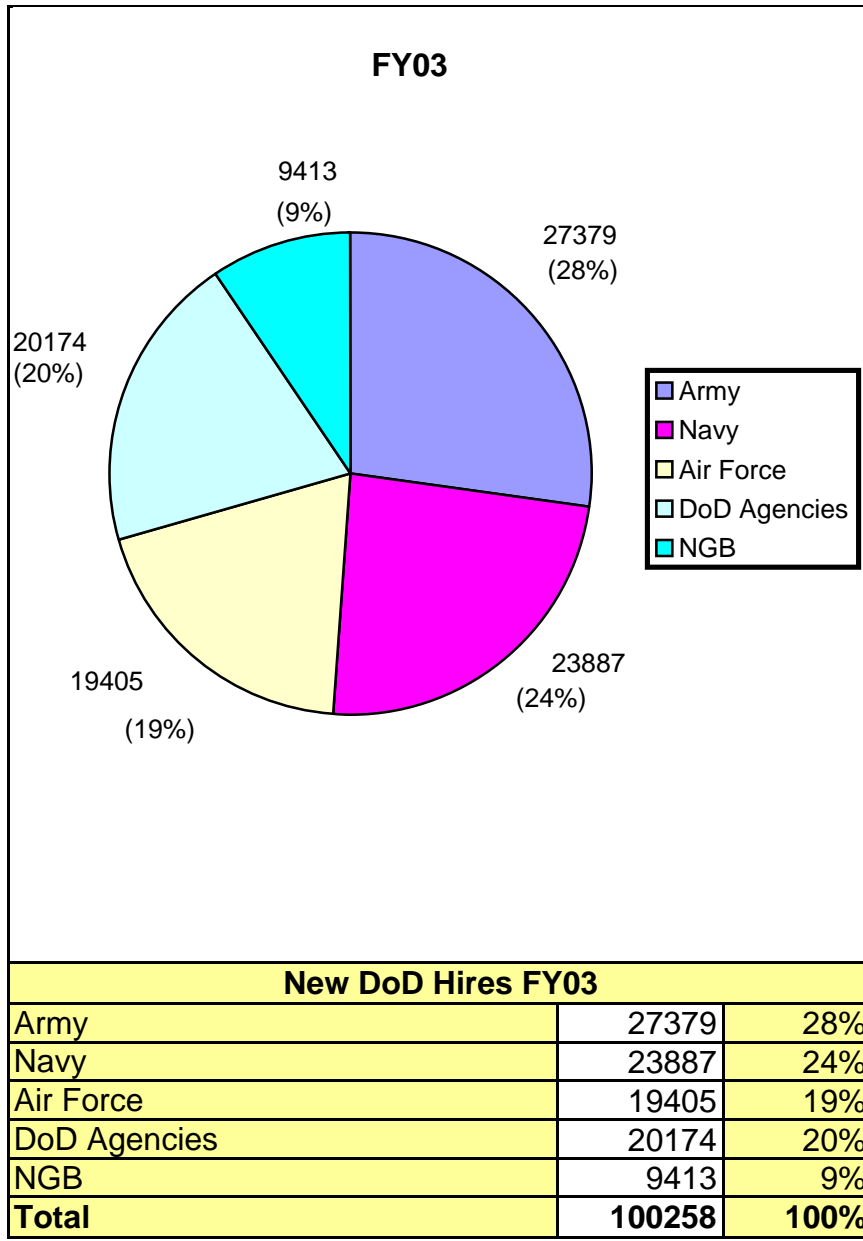
Non Bargaining Unit Employees



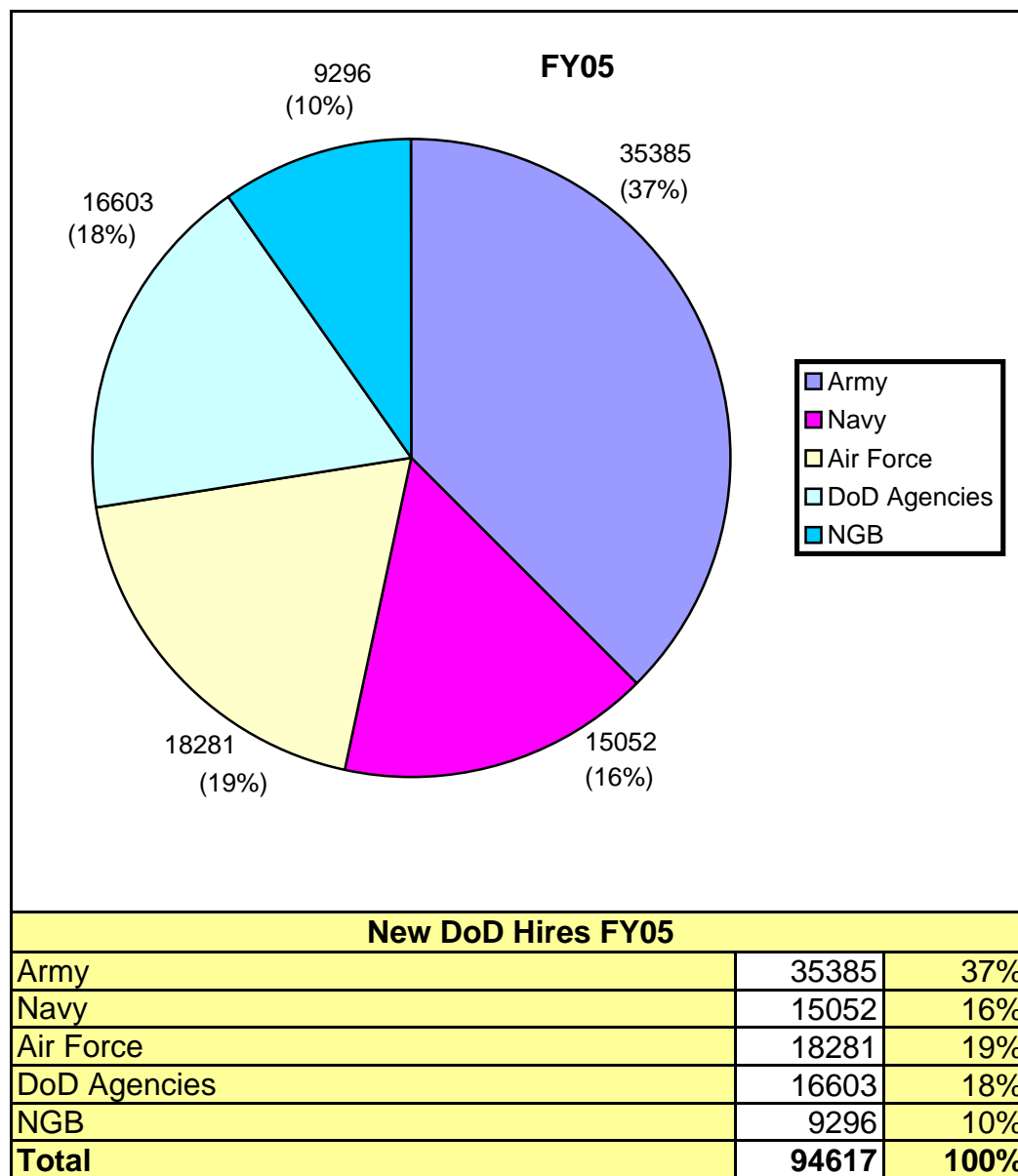
Non Bargaining Unit

Army Blue Collar	5063	2%
Army White Collar	86496	30%
Navy Blue Collar	4621	2%
Navy White Collar	79284	28%
Air Force Blue Collar	4479	2%
Air Force White Collar	49604	17%
DoD Agencies Blue Collar	2391	1%
DoD Agencies White Collar	35363	12%
NGB Blue Collar	6801	2%
NGB White Collar	10380	4%
Total	284482	100%

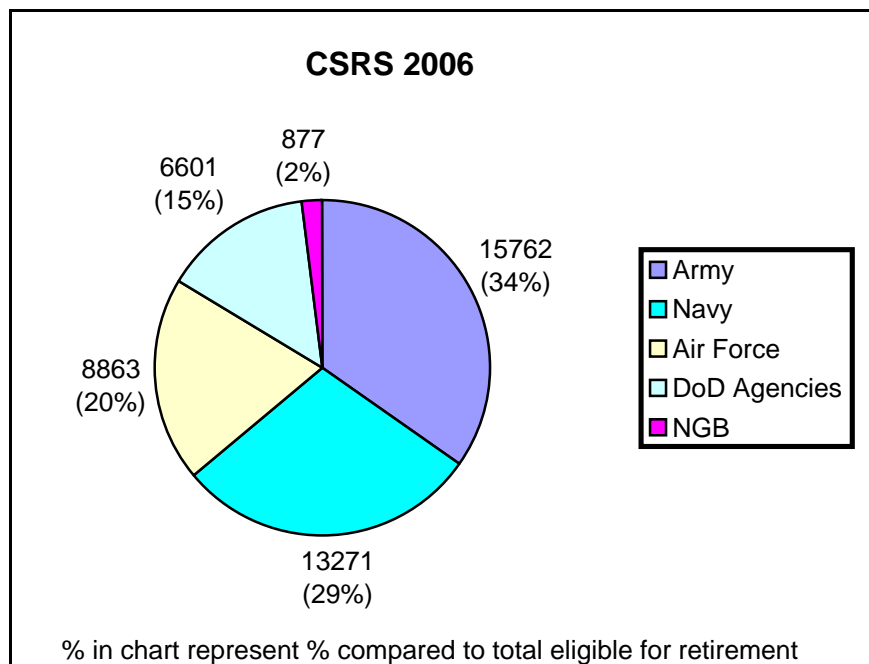
New Hires (Appropriated Fund)



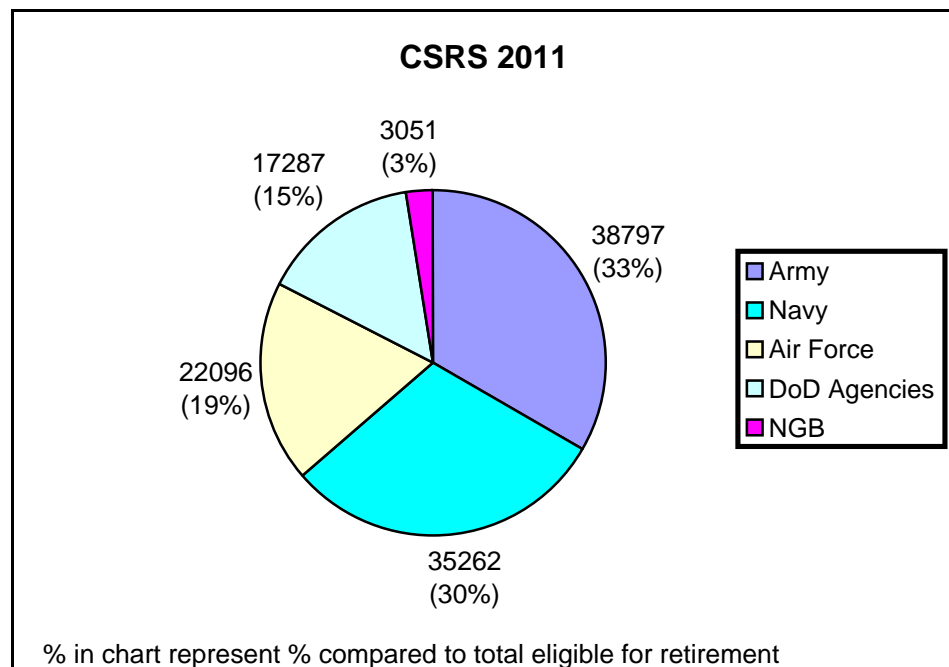
New Hires (Appropriated Fund)



CSRS Retirement Eligibility (Appropriated Fund)

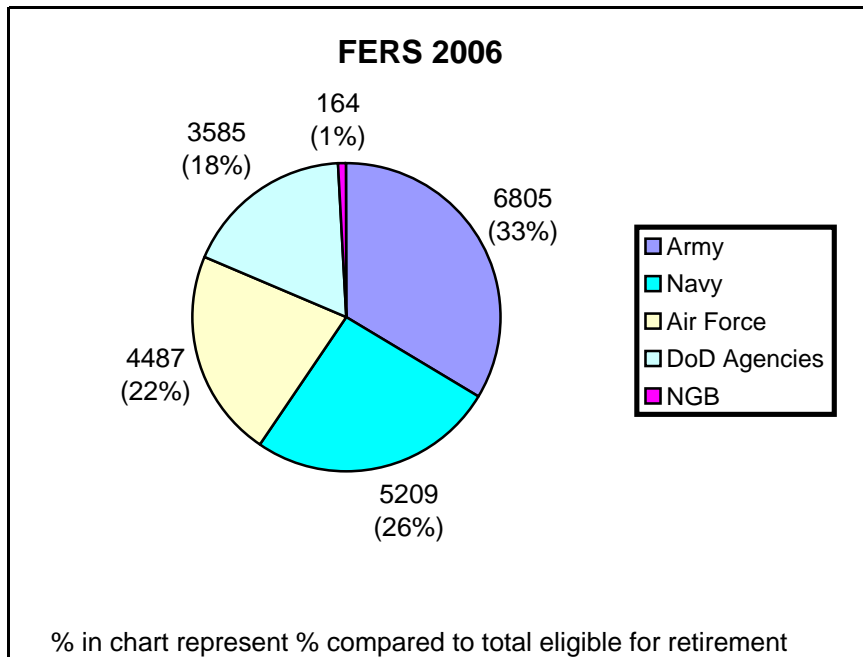


CSRS Retirement Eligibility as of Aug 2006				
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	218,250	51,935	15,762	30%
Navy	176,350	49,665	13,271	27%
Air Force	139,601	31,205	8,863	28%
DoD Agencies	98,290	23,506	6,601	28%
NGB	54,000	4,261	877	21%
Grand Total	686,491	160,572	45,374	28%

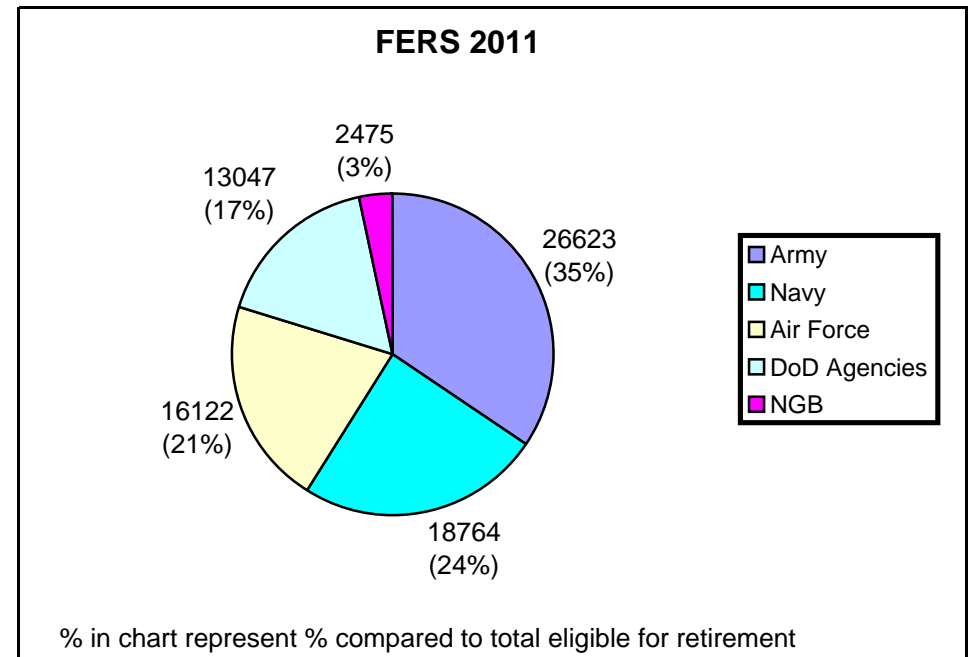


CSRS Retirement Eligibility as of Aug 2011				
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	218,250	51,935	38,797	75%
Navy	176,350	49,665	35,262	71%
Air Force	139,601	31,205	22,096	71%
DoD Agencies	98,290	23,506	17,287	74%
NGB	54,000	4,261	3,051	72%
Grand Total	686,491	160,572	116,493	73%

FERS Retirement Eligibility (Appropriated Fund)

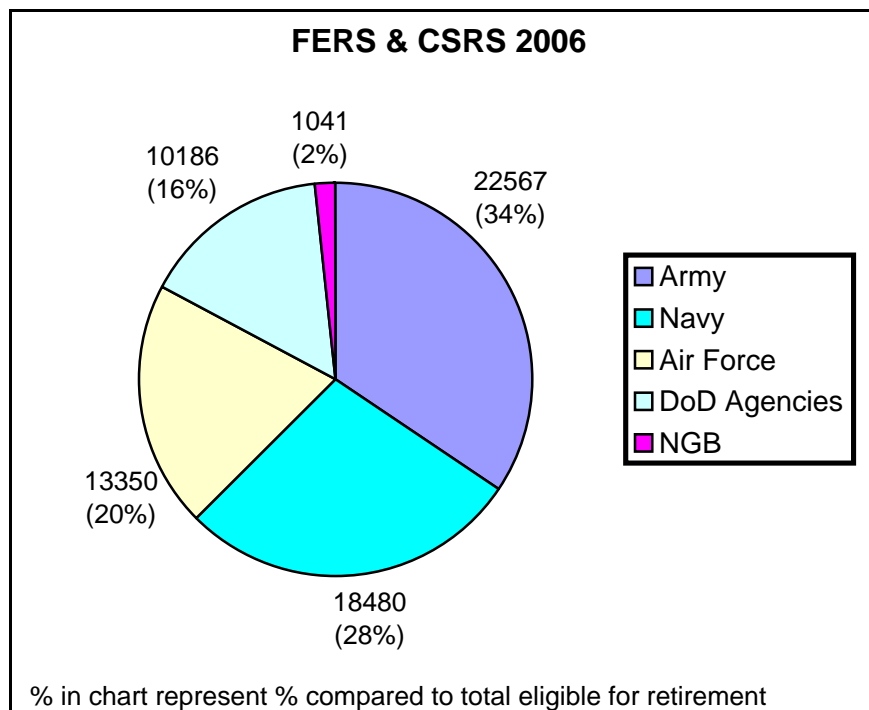


FERS Retirement Eligibility as of Aug 2006				
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	218,250	159,428	6,805	4%
Navy	176,350	124,196	5,209	4%
Air Force	139,601	103,783	4,487	4%
DoD Agencies	98,290	67,270	3,585	5%
NGB	54,000	46,647	164	0%
Grand Total	686,491	501,324	20,250	4%

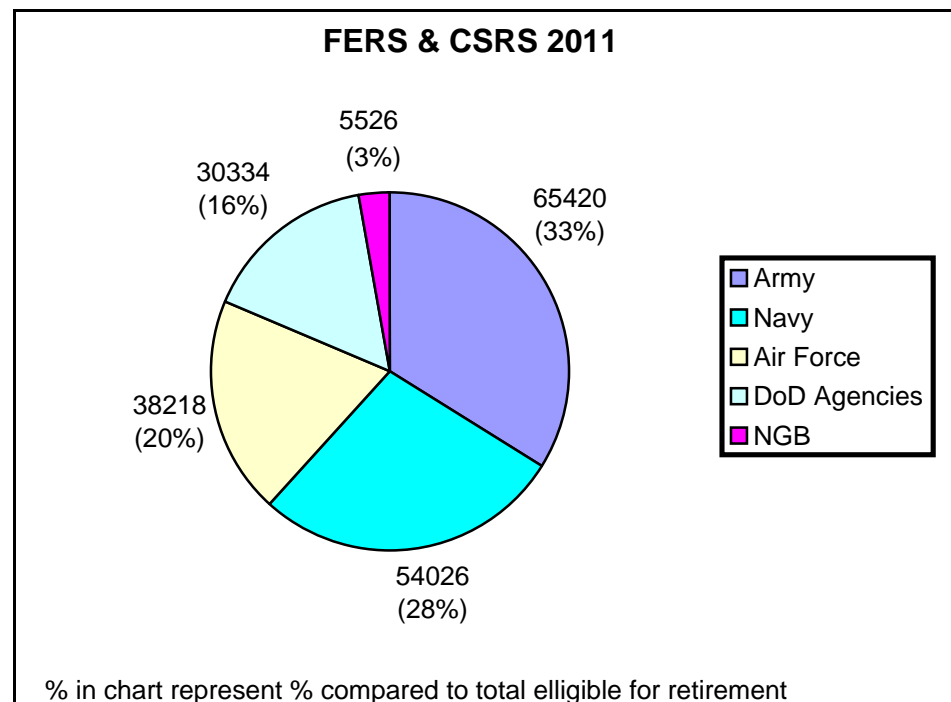


FERS Retirement Eligibility as of Aug 2011				
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	218,250	159,428	26,623	17%
Navy	176,350	124,196	18,764	15%
Air Force	139,601	103,783	16,122	16%
DoD Agencies	98,290	67,270	13,047	19%
NGB	54,000	46,647	2,475	5%
Grand Total	686,491	501,324	77,031	15%

CSRS & FERS Retirement Eligibility (Appropriated Fund)

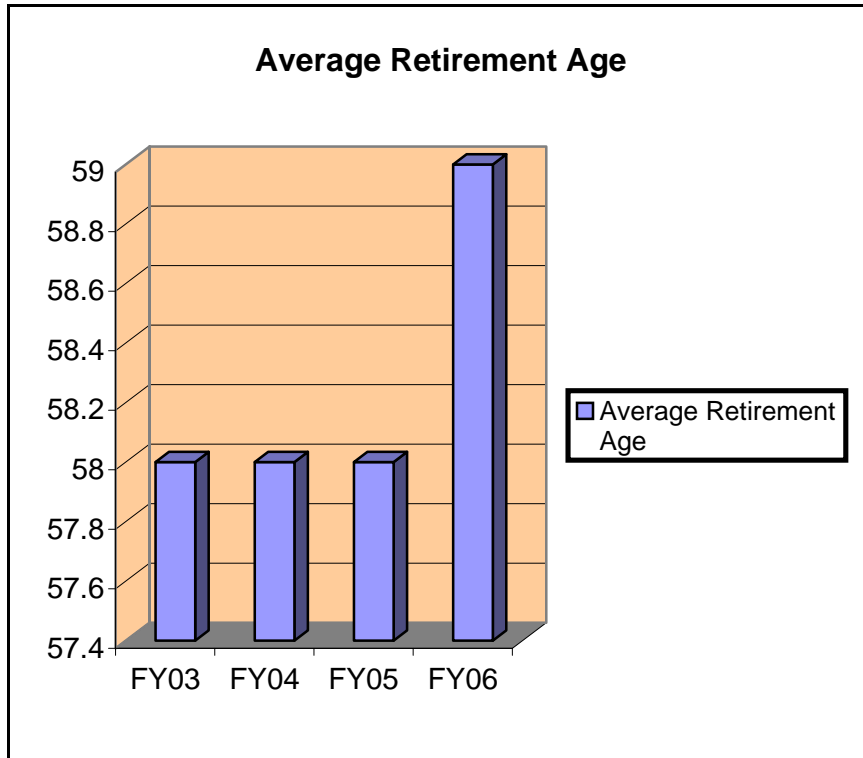


CSRS & FERS Retirement Eligibility as of Aug 2006				
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	218,250	211,363	22,567	11%
Navy	176,350	173,861	18,480	11%
Air Force	139,601	134,988	13,350	10%
DoD Agencies	98,290	90,776	10,186	11%
NGB	54,000	50,908	1,041	2%
Grand Total	686,491	661,896	65,624	10%

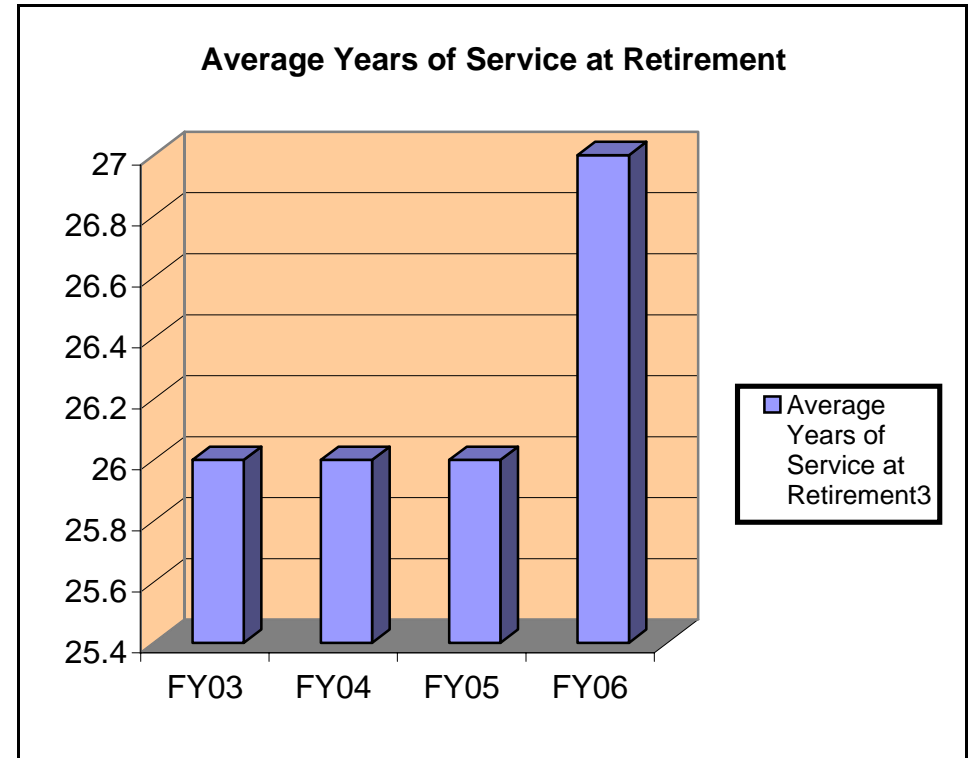


CSRS & FERS Retirement Eligibility as of Aug 2011				
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	218,250	211,363	65,420	31%
Navy	176,350	173,861	54,026	31%
Air Force	139,601	134,988	38,218	28%
DoD Agencies	98,290	90,776	30,334	33%
NGB	54,000	50,908	5,526	11%
Grand Total	686,491	661,896	193,524	29%

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

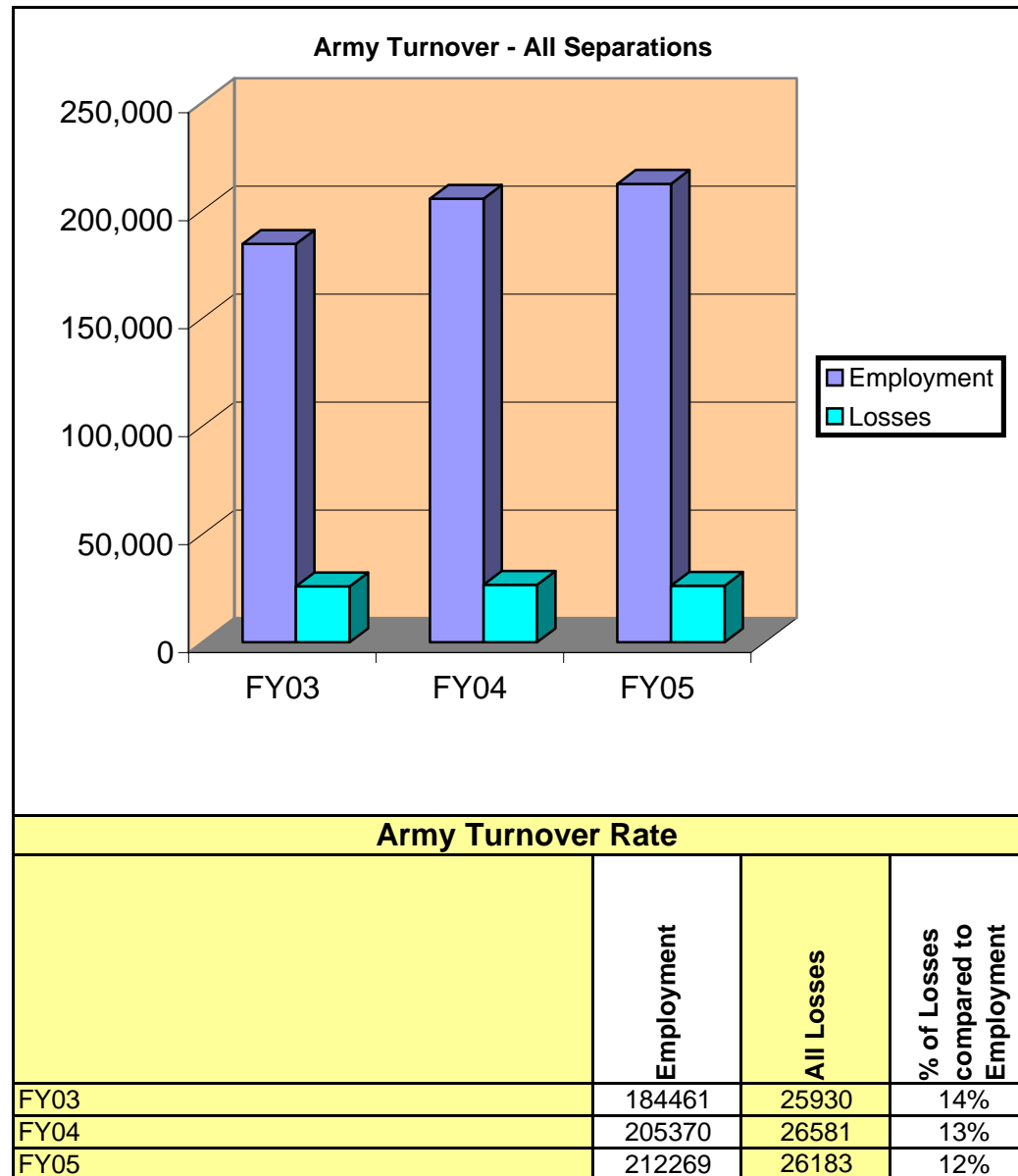


Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06 (From Oct 1, 2005 to Aug 31, 2006)	59



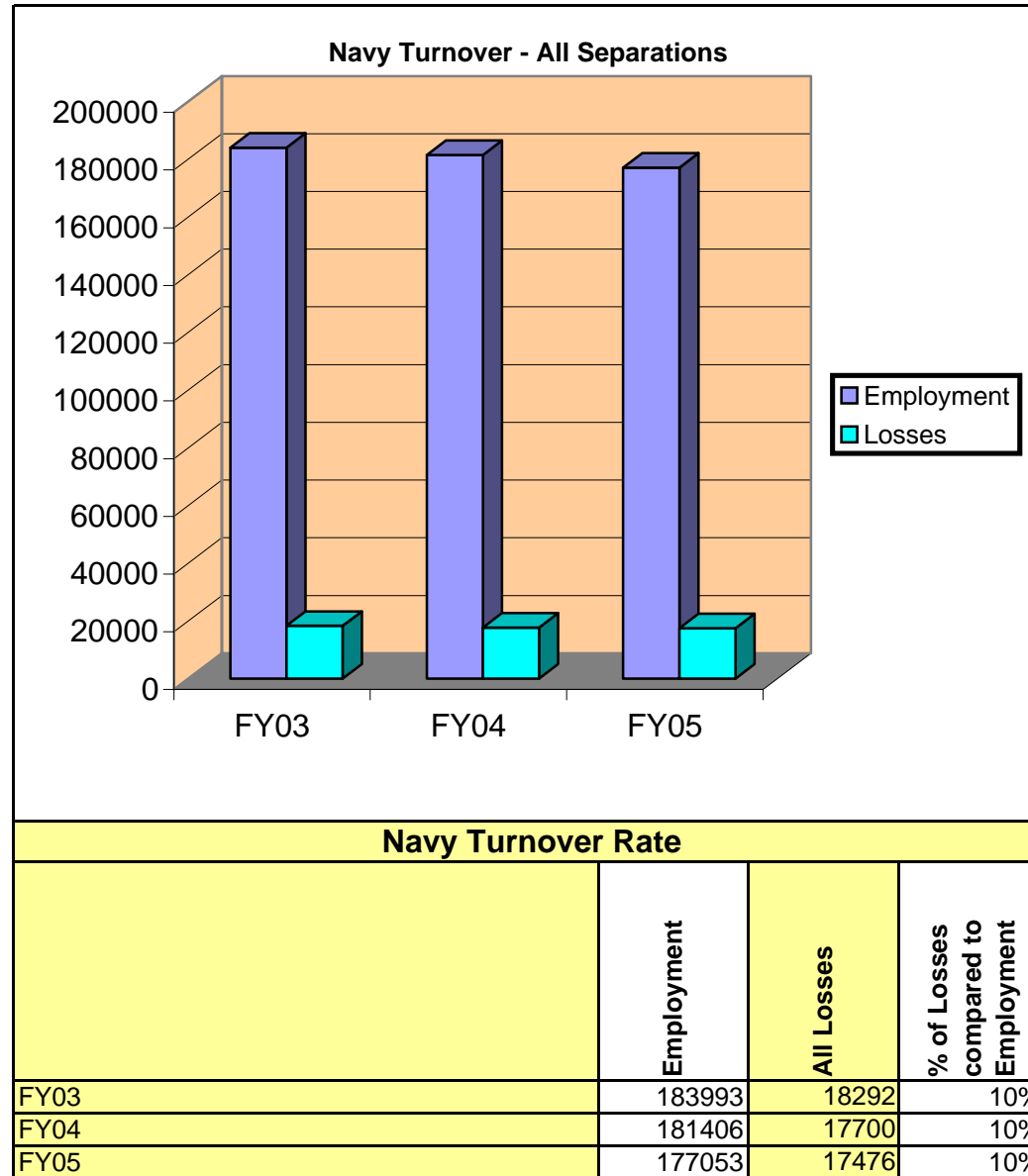
Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06 (From Oct 1, 2005 to Aug 31, 2006)	27

Army Turnover Rate* (Appropriated Fund)



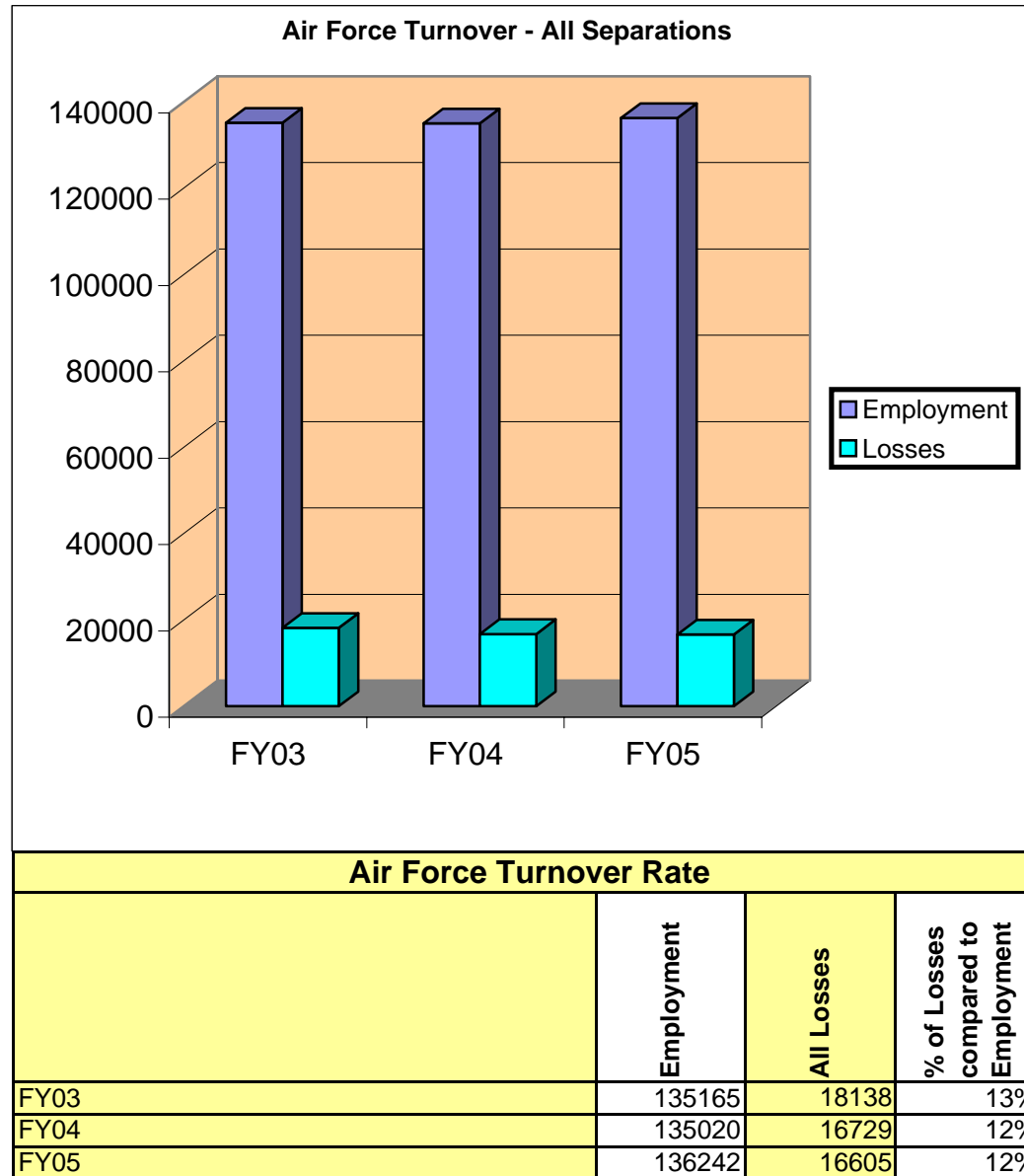
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



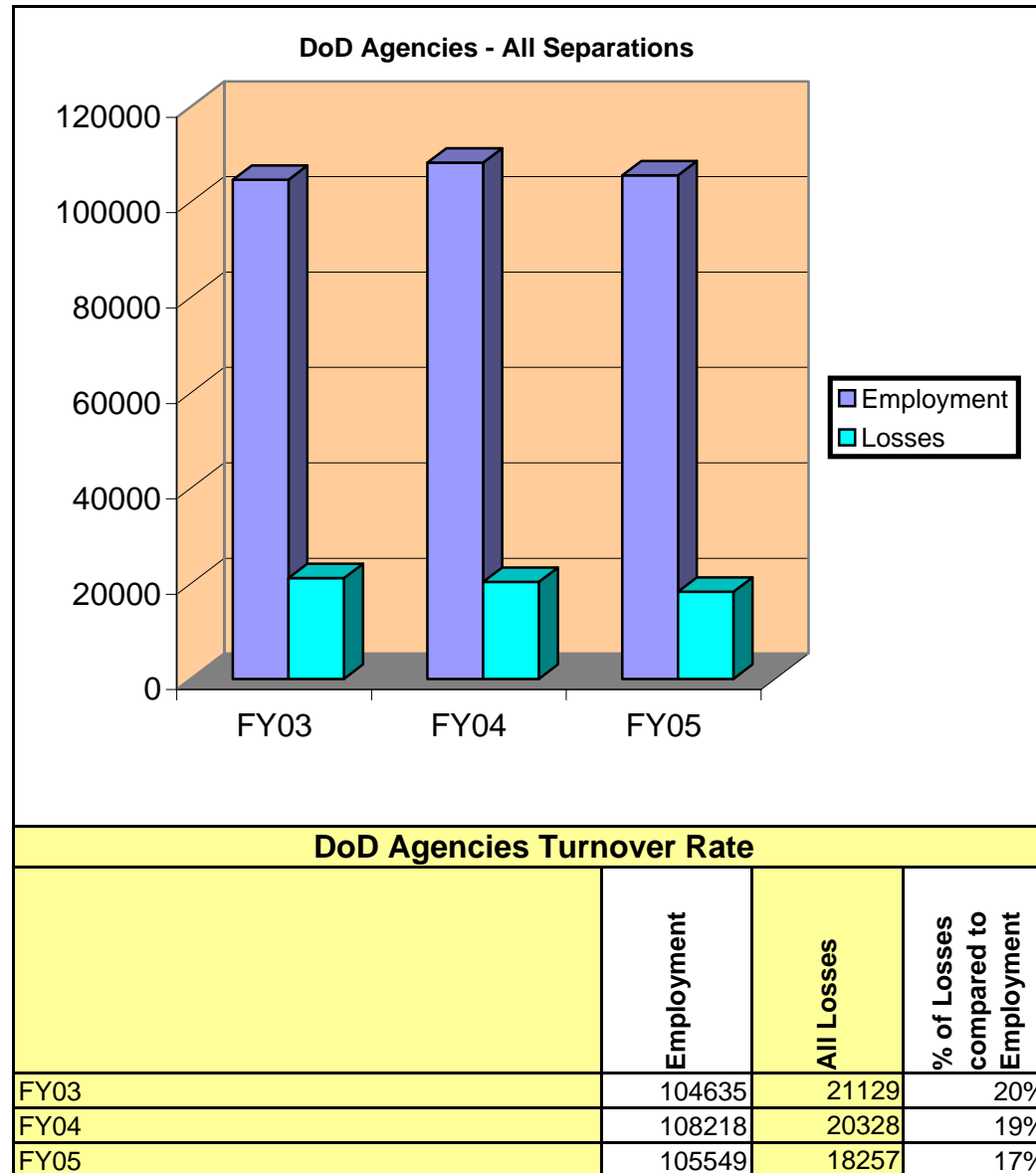
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



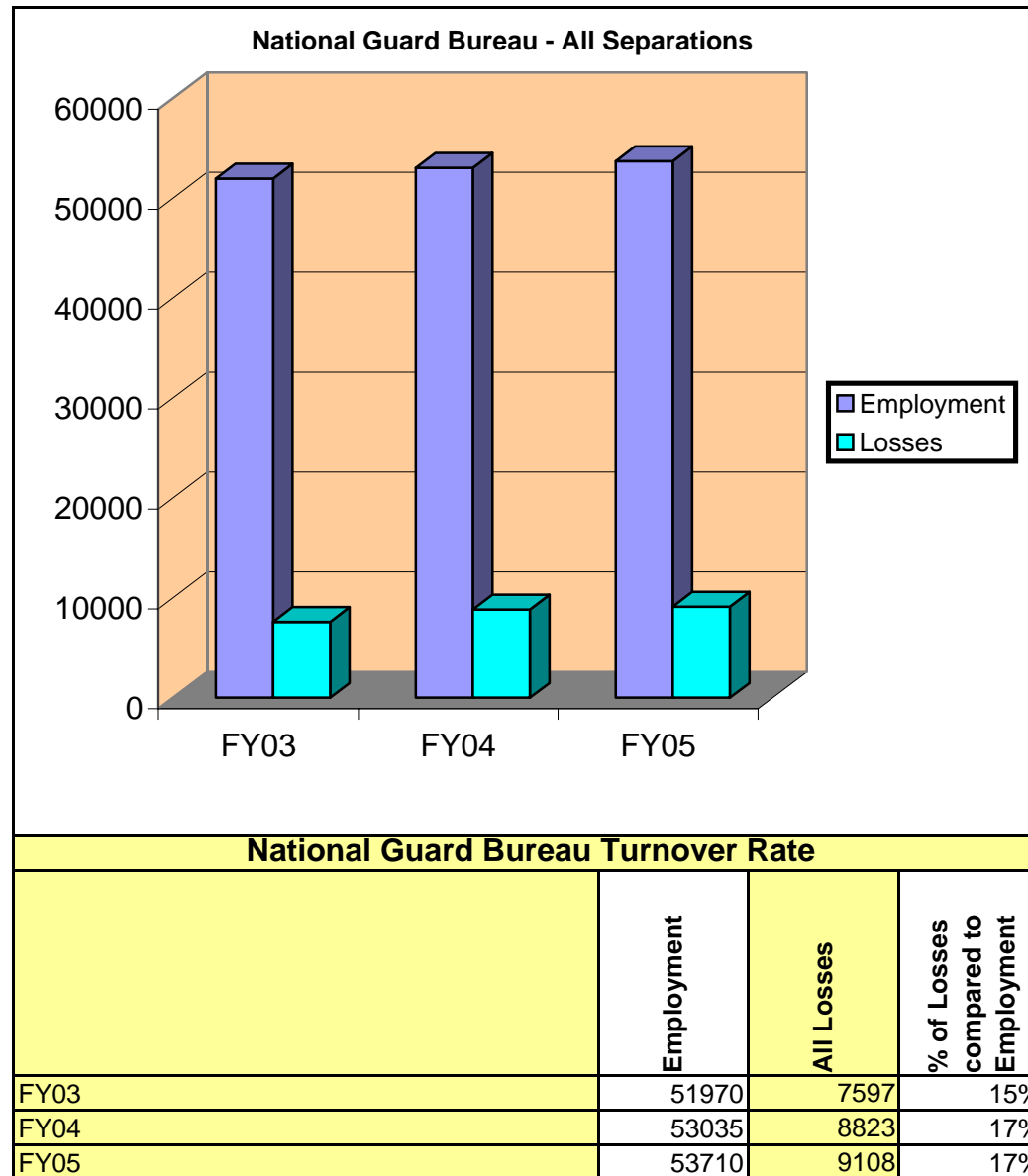
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



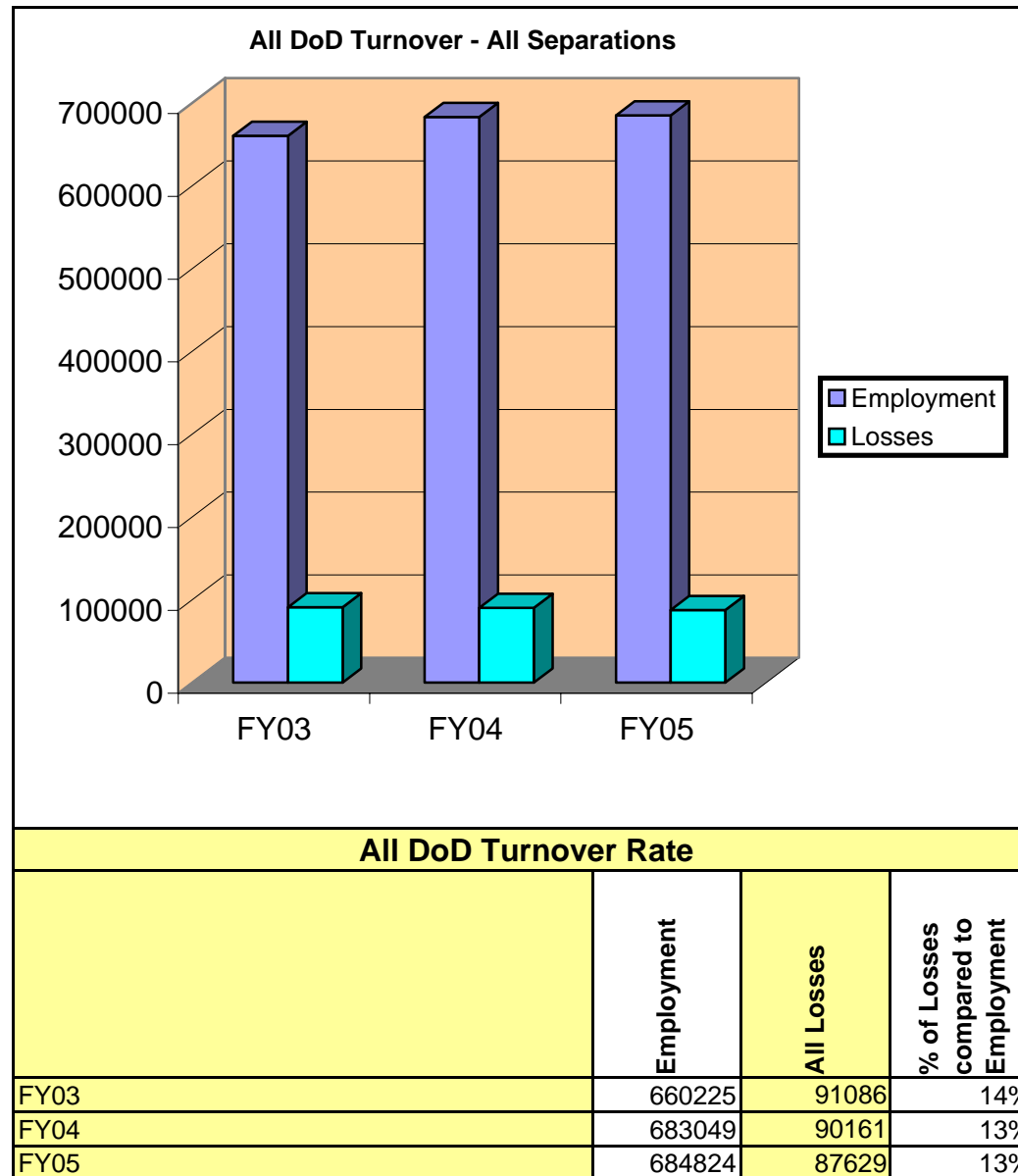
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Bureau Turnover Rate* (Appropriated Fund)



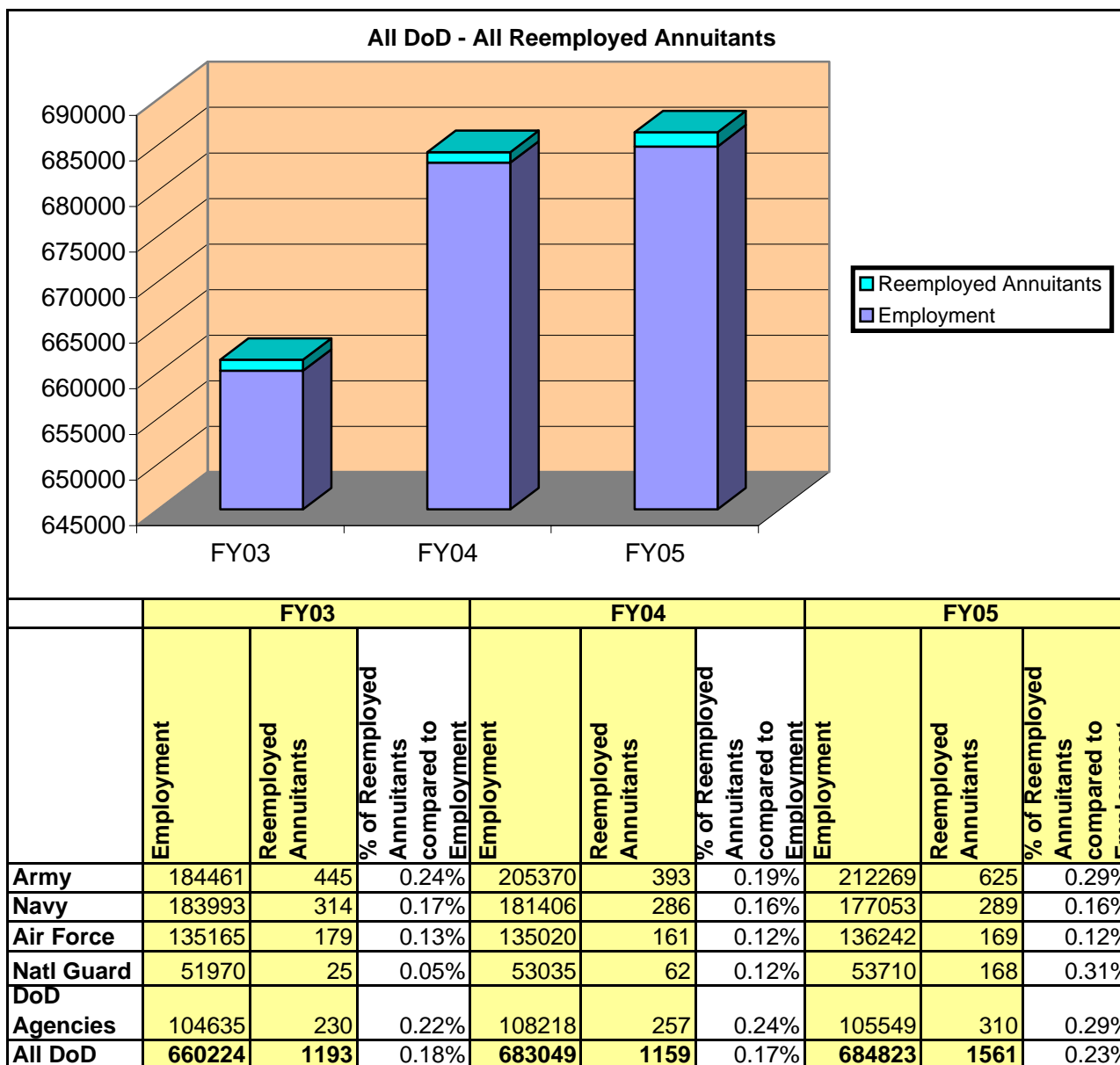
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

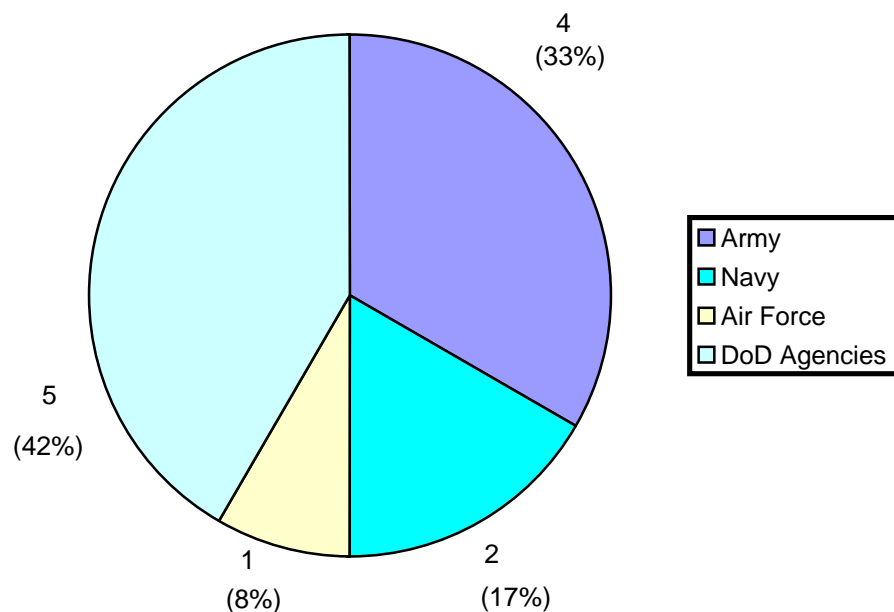
All DoD Reemployed Annuitants* (Appropriated Fund)



*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former FERS Annuitant, Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)

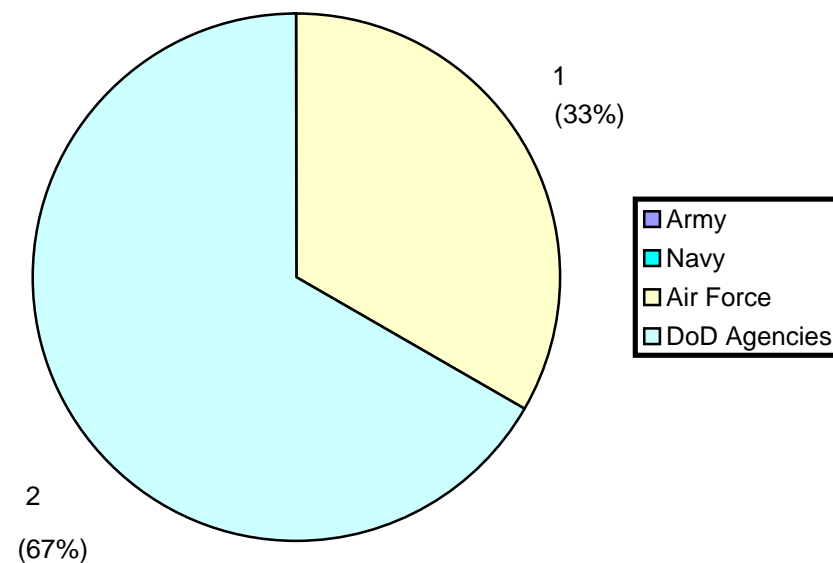
Current Employees



Scientists and Engineers hired under DARPA Authority

Army	4	33%
Navy	2	17%
Air Force	1	8%
DoD Agencies	5	42%
Total	12	100%

Hires No Longer on Rolls



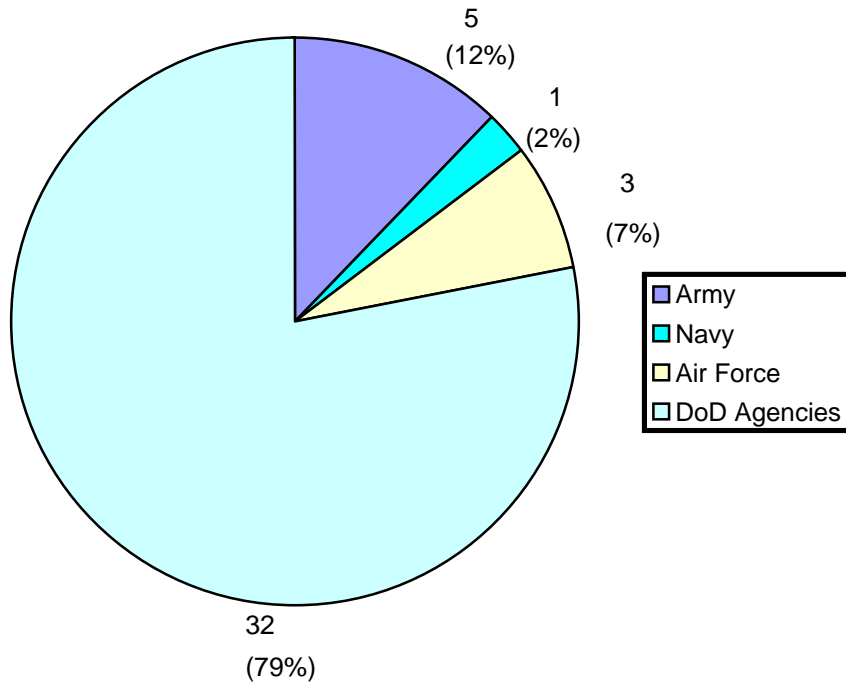
Scientists and Engineers hired under DARPA Authority

Army	0	0%
Navy	0	0%
Air Force	1	33%
DoD Agencies	2	67%
Total	3	100%

Note: One Air Force ex-employee was rehired and One DoD Agencies ex-employee was rehired.

**Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903
(Appropriated Fund)**

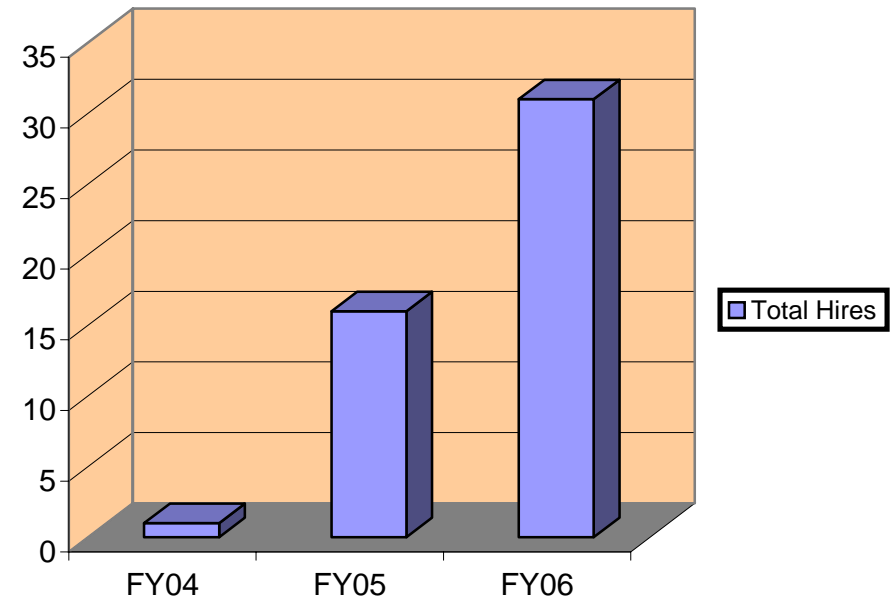
Current Employees



Highly Qualified Experts - Current Population

Army	5	12%
Navy	1	2%
Air Force	3	7%
DoD Agencies	32	79%
Total	41	100%

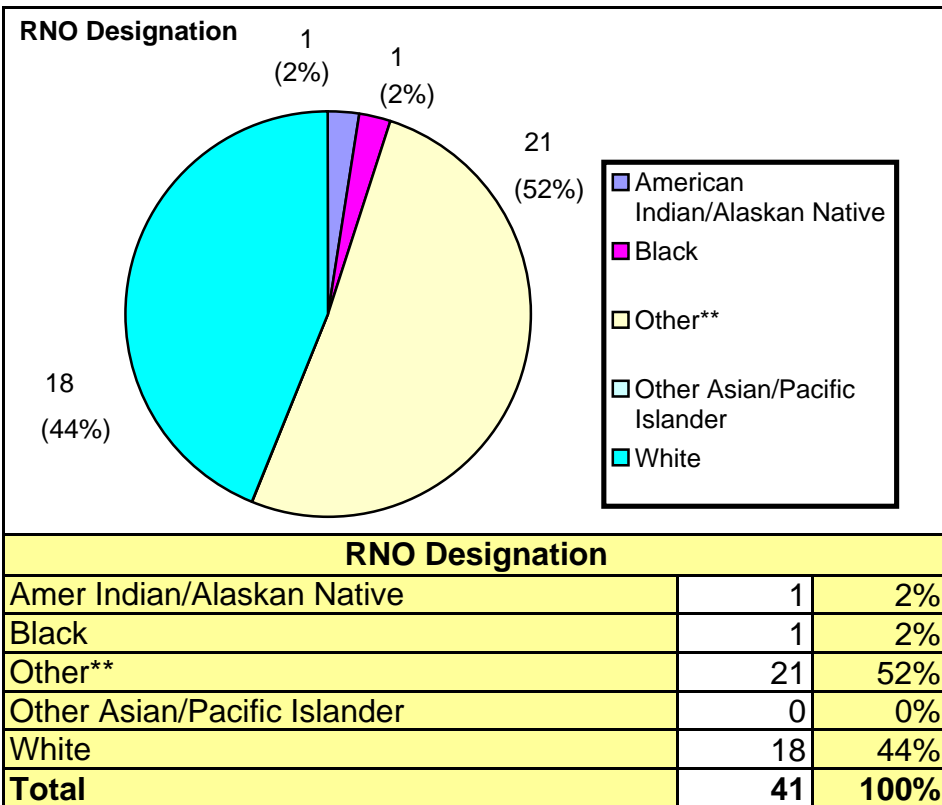
Total Hires since Feb 27, 2004



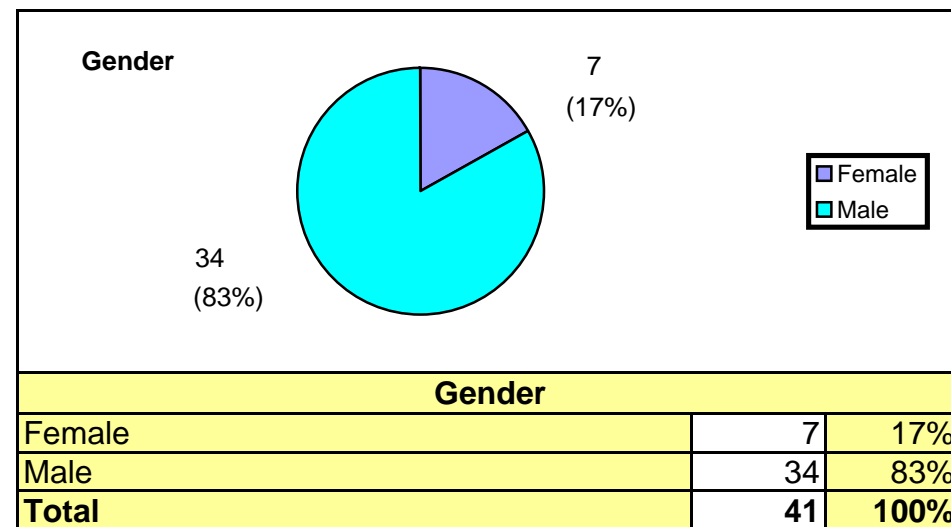
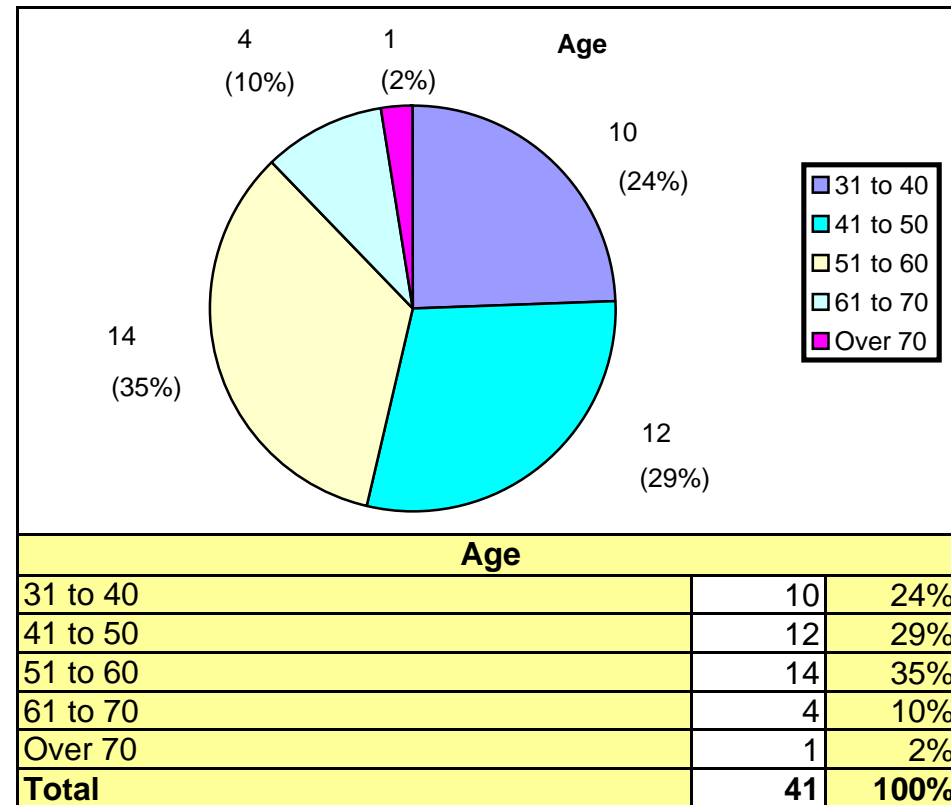
Total Hires of Highly Qualified Experts since Feb 27, 2004

FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	3%
FY05	16	41%
FY06 (From Oct 1, 2005 to Aug 31, 2006)	31	56%
Total	48	100%

Highly Qualified Experts General Workforce Demographics

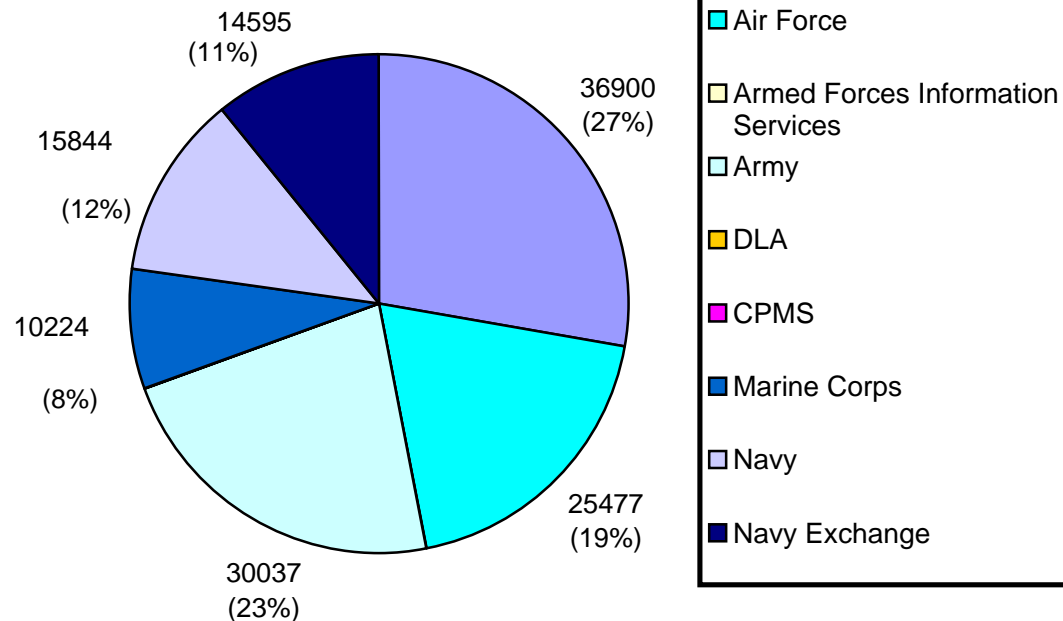


Other** Data not reported by employee



Non Appropriated Fund

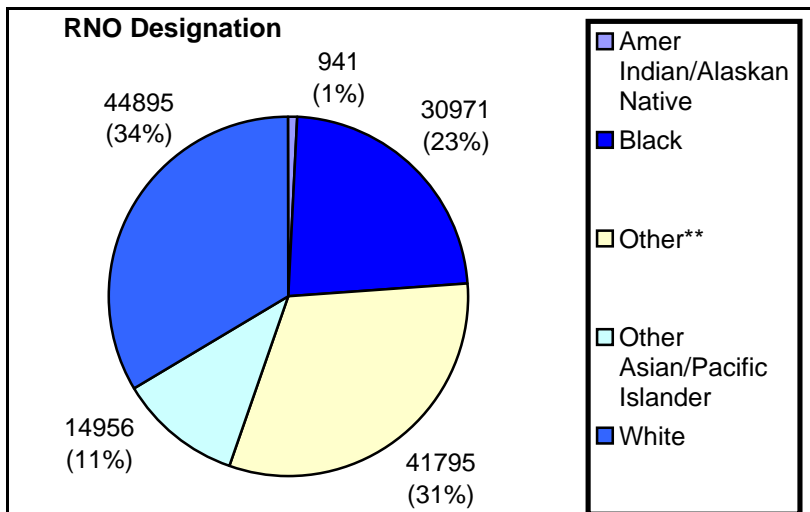
Non Appropriated Fund Employees by Component



Non Appropriated Fund Employees		
AAFES	36900	27%
Air Force	25477	19%
Armed Forces Information Services	*178	0%
Army	30037	23%
DFAS	*2	0%
DLA	*270	0%
DHRA	*31	0%
Marine Corps	10224	8%
Navy	15844	12%
Navy Exchange	14595	11%
Total	133558	100%

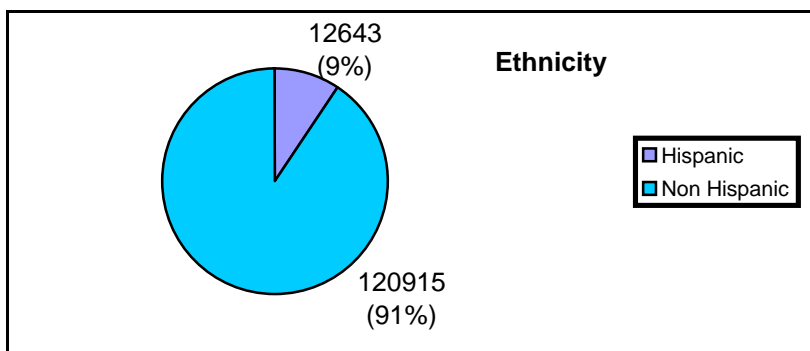
* Some data in table are not provided in chart above

Non Appropriated Fund General Workforce Demographics

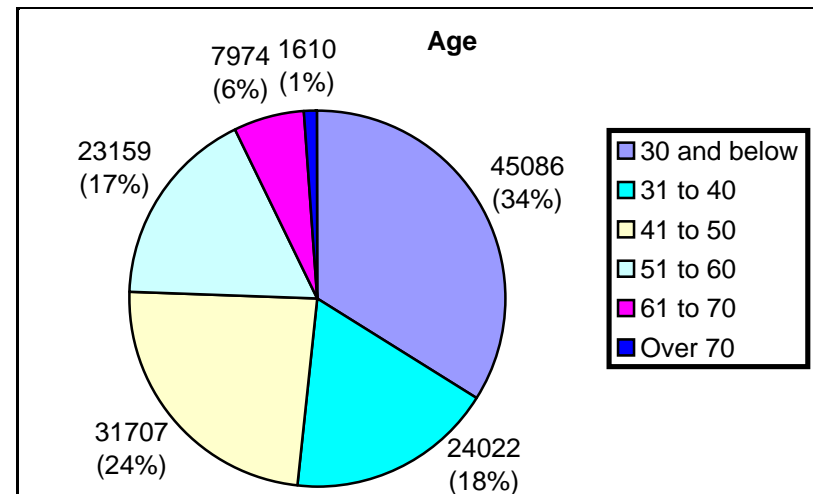


RNO Designation		
Amer Indian/Alaskan Native	941	1%
Black	30971	23%
Other**	41795	31%
Other Asian/Pacific Islander	14956	11%
White	44895	35%
Total	133558	100%

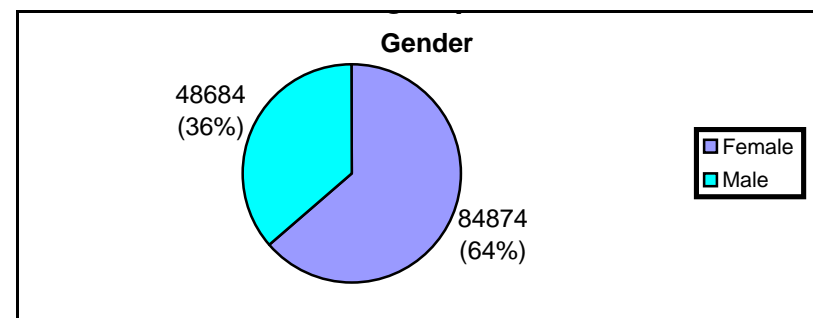
Other** Data not reported by employee



Hispanic/Not Hispanic		
Hispanic	12643	9%
Not Hispanic	120915	91%
Total	133558	100%



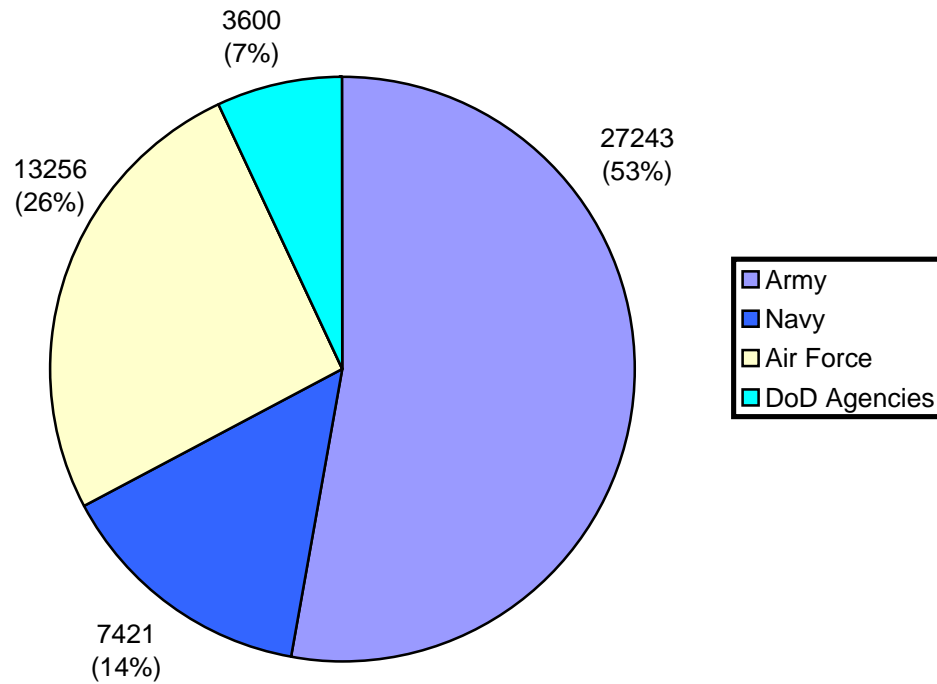
Age		
30 and below	45086	34%
31 to 40	24022	18%
41 to 50	31707	24%
51 to 60	23159	17%
61 to 70	7974	6%
Over 70	1610	1%
Total	133558	100%



Gender		
Female	84874	64%
Male	48684	36%
Total	133558	100%

Local Nationals

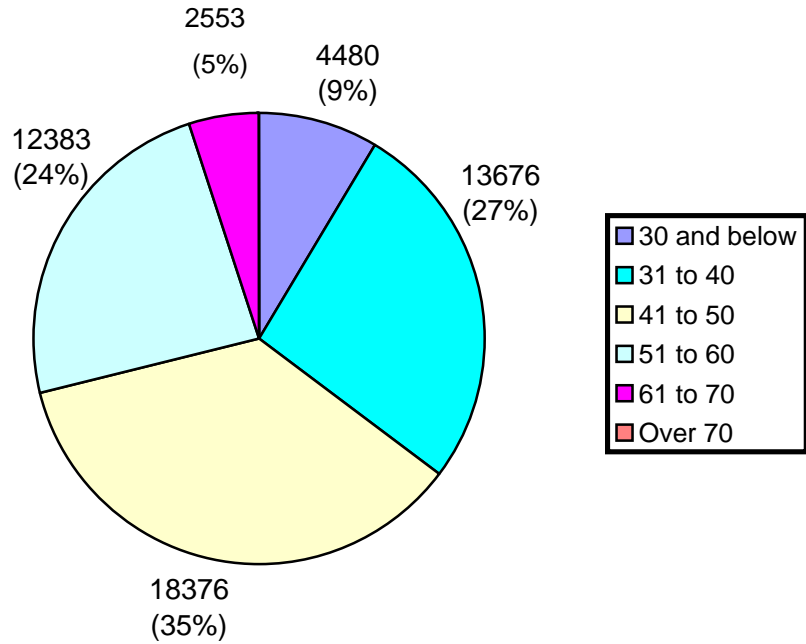
Local Nationals by Component



Local Nationals		
Army	27243	53%
Navy	7421	14%
Air Force	13256	26%
DoD Agencies	3600	7%
Total	51520	100%

Local Nationals General Workforce Demographics

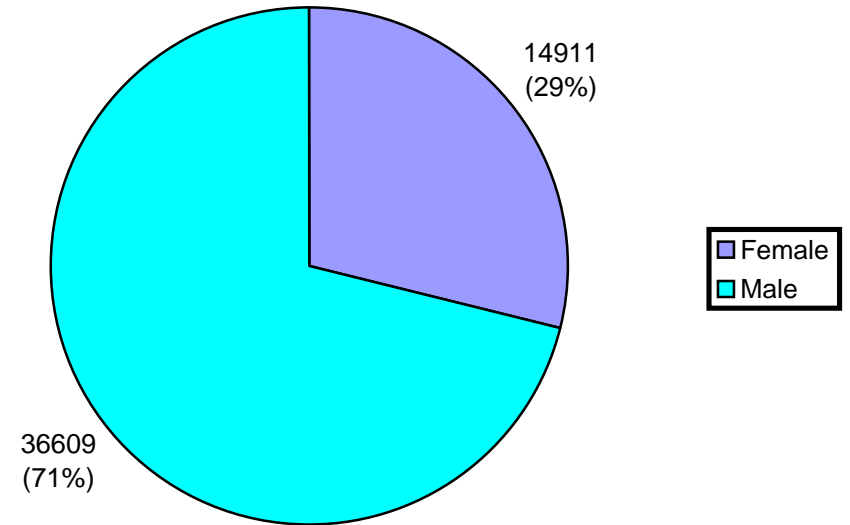
Age



Age		
30 and below	4480	9%
31 to 40	13676	27%
41 to 50	18376	35%
51 to 60	12383	24%
61 to 70	2553	5%
Over 70	*52	0%
Total	51520	100%

*Some data in table are not provided in chart above

Gender



Gender		
Female	14911	29%
Male	36609	71%
Total	51520	100%